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ABSTRACT

This report presents data from the 1990 ARL (Association of Research Libraries) annual salary survey. Forty-two tables report data on professional salaries; years of experience, including a breakdown for minority librarians; distribution of professional staff by salary and position, and by sex and position; the type of institution; size of professional staff. Tables are organized in five categories: ARL non-university libraries, ARL university libraries, Canadian ARL university libraries, ARL university medical libraries, and ARL university law libraries. An overall summary of the distribution of university librarians and non-university librarians by salary level is also provided, as well as copies of the questionnaires and instructions for the two groups of librarians. (BBM)

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Annual Salary Survey

1990

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Annual Salary Survey 1990

Compiled by Gordon Fretwell

Edited by Sarah M. Pritchard

for the
Association of
Research Libraries

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INTRODUCTION

The 1990 Association of Research Libraries' *Annual Salary Survey* follows the general format and organization of previous years. In most tables, salaries from Canadian member libraries continue to be expressed in U.S. dollars, converted at the rate of $1.1759 Canadian per U.S. dollar.[1]

The arrangement of tables follows the pattern set in recent years. See the Table of Contents for details. As before, Table 12 does include Law and Medical salaries, in order to maintain the ten-year retrospective comparison of salaries with the cost of living index.

Slightly more minority professional positions are reported this year: 818 versus 791 last year, an increase of 27 individuals or 3.4% (the identification of minority professionals is limited to U.S. university members). This figure increased more than the total number of filled positions in university libraries, which rose by less than 2%, from 8,253 to 8,382. Nonetheless, the 818 professionals identified as being members of defined minority groups still represent the same percentage as last year, 10.8%, of all positions reported from the U.S. university segment of the membership. Of this year's total minority professionals, 699 were reported in the general libraries and 119 were reported in law and medical libraries. 69.8% of minority U.S. ARL university librarians are women, as in 1989, while women represent 64.3% of non-minority U.S. ARL university librarians, a decrease of 0.4% from last year.

MINORITY PROFESSIONALS BY REGION

	New Engl.	Middle Atl.	E North Central	W North Central	South Atl.	East S Central	West S Central	Moun-tain	Pacific	Category Total	Category %
Category											
Black	19	43	44	19	97	9	9	4	28	272	33.3
Hispanic	3	14	22	3	22	–	22	18	21	125	15.3
Asian	42	68	64	14	55	3	14	20	132	375	50.1
AI/NA[2]	1	1	1	1	–	–	1	3	3	11	1.3
Regional											
Totals	65	126	131	37	174	12	46	43	184	818	
Percent	7.9	15.4	16	4.5	21.3	1.5	5.6	5.3	22.5		100
Non-Minority											
Percent	11.5	16.3	18	7.3	15.9	3.7	6.4	6.4	14.6		100

Minority professionals in U.S. ARL university libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the New England, East South Central and West North Central regions have significantly fewer than one would expect. The regional distribution of minority professionals reported by the membership is displayed above.

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[1] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1989 through June 1990.

[2] American Indian/Native Alaskan

Minority professionals earned 4.1% less, on average, than non-minority professionals, a difference of $1,621, despite the fact that minority professionals have 1.4% (ca. 2.5 months) more experience, on the average, than their non-minority colleagues. The salary differential has increased by 1%, or $459, since last year's report.

In 1990, the average salaries paid to librarians in public U.S. ARL university libraries were 1.4% lower than those paid their counterparts in privately-supported institutions, a difference of $550 per year and an increase if 1%, or $400, over last year. Consult Table 22 for more details. Size of library has a direct bearing on individual salaries. Salaries in the largest category of libraries (125 or more professionals) average about 13.6% more than salaries in the next highest paid group of libraries (50 to 74 professionals), although the differences between the smaller three categories are much less than the differential cited above. In the United States, the highest average salaries generally are paid in the Pacific and New England regions. See Table 24 for more data on the continuing geographical influence on salaries.

Generally, salaries of men averaged 10% higher than those of women, although there are some exceptions. The most notable exception continues to be the salary of women directors: $94,981, or $1,860 higher than the average salary for directors who are men. Table 17 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 12 provides an overview of the increases in Median and Beginning Professional salaries during the last decade, and more importantly, places those changes in the context of the changing Consumer Price Index. Compared to the base year of 1981, the median salary of ARL university librarians has generally kept up with increases in the CPI since 1986. This year's median Beginning Professional salary represents 13.9% more purchasing power than the 1981 median BPS.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the university membership, the most commonly found involve either three, four, or five steps or levels. The following table briefly indicates the variation in salary and experience levels among the most commonly used rank structures:

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$29,548	7.8 yrs	$27,425	5.2 yrs	$31,078	8.8 yrs
Librarian 2	37,694	14.3 yrs	32,566	11.3 yrs	33,000	10.8 yrs
Librarian 3	48,147	20.4 yrs	39,627	17.4 yrs	37,604	14.1 yrs
Librarian 4			50,648	22.4 yrs	47,853	18.8 yrs
Librarian 5					55,013	22.1 yrs
Overall Avg.:	39,615	15.0 yrs	37,278	14.5 yrs	38,916	14.0 yrs
No. of Staff:	1,525		3,375		1,213	

There is an orderly progression of average salary and average years of experience through the ranks of each of the structures above.

A number of optional data categories were included in this year's survey, analysis of which will follow at a later date. The definitions of these optional categories are included in the instructions reproduced starting on page 81. The object was to elicit demographic information that could be used to compare the profile of ARL member libraries' staffing with data that will soon be flowing from the 1990 census. In general, the response rate was high: 80% reported year of birth, 70% reported highest degree in librarianship, and 65% reported highest degree in fields other than librarianship. Detailed information on job duties of almost 3,200 individual librarians in selected positions will also permit the Committee on ARL Statistics to review the current list of standard positions used in the *Salary Survey* with an eye to updating it as necessary.

A final cautionary note repeated from past years. Users of the *Survey* are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed, which may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument at the back for further information about variant reporting, definitions, assumptions, etc. The salary figures span two fiscal years in many tables, and incorporate some revisions to last year's data. As in all previous editions of the *Survey*, "positions filled" and "years of experience" are always reported in terms of the year just completed at the time the data were collected (i.e. FY90), while salaries are reported for the year just starting (in this case, FY91). Finally, this *Survey* only concerns itself with salaries, and other tangible and intangible forms of compensation may have a significant impact on the comparison of specific salaries.

Gordon Fretwell
University of Massachusetts
December 13, 1990

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of professional staff in each salary range. Figures in columns headed by % show the percentage of all positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1991, 45% of the librarians in ARL university libraries earned $38,000 or more, as did 45% of non-university staff).

Salary Range	University Librarians				Non-University Librarians			
	1990	%	1991	%	1990	%	1991	%
$150,000 or more	1		2					
140,000-149,999			3					
130,000-139,000	3		2					
120,000-129,000	4		5					
110,000-119,999	3		11					
100,000-109,999	20		22	1	1		2	
95,000-99,999	9		19		2		2	
90,000-94,999	28	1	30				1	
85,000-89,999	20		38	2	1		2	1
80,000-84,999	34	2	29		1		2	
75,000-79,999	34		45	3	98	3	9	3
70,000-74,999	57	3	64		86	5	5	2
65,000-69,999	69		95	4	100	8	22	3
60,000-64,999	119	5	166	5	134	11	22	5
55,000-59,999	185	7	358	11	201	17	32	7
50,000-54,999	417	12	485	16	211	22	62	12
48,000-49,999	243	15	364	21	122	25	30	14
46,000-47,999	297	19	281	24	140	29	55	18
44,000-45,999	278	22	363	28	179	34	64	23
42,000-43,999	389	27	392	233	266	41	70	28
40,000-41,999	443	32	478	39	359	50	91	35
38,000-39,999	442	38	545	45	267	58	145	45
36,000-37,999	576	45	603	53	169	59	70	50
34,000-35,999	665	53	626	60	331	71	198	65
32,000-33,999	708	61	650	68	164	75	93	72
30,000-31,999	734	70	672	76	233	81	102	79
29,000-29,999	294	74	300	79	98	84	56	83
28,000-28,999	369	78	310	83	187	89	33	86
27,000-27,999	313	82	311	87	71	91	54	90
26,000-26,999	300	86	292	90	36	92	17	91
25,000-25,999	273	89	214	93	77	94	45	94
24,000-24,999	257	92	196	95	46	95	31	96
23,000-23,999	206	94	176	97	85	97	7	97
22,000-22,999	201	97	125	99	14	98	18	98
21,000-21,999	132	98	61	99.4	16		4	99
20,000-20,999	87	99.5	35	99.8	12		6	
19,000-19,999	26	99.8	7	99.9	36	99	5	99.4
18,999 or less	18		7		24		8	
Total Positions	**8,253**		**8,382**		**3,767**		**1,363***	
Median Salary	**$34,629**		**$36,701**		**$40,106**		**$36,013***	

Note: Canadian salaries converted to U.S. dollars.

* Does not include the Library of Congress.

ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

	No. of Staff	Median Salaries		Beginning Salaries	
Institution		**FY 1990**	**FY 1991**	**FY 1990**	**FY 1991**
Boston Public Library	235	$38,341	$39,341	$25,765	$25,765
Canada Institute for Scientific & Technical Information (* D)	66	43,658	U/A	26,707	U/A
Center for Research Libraries	26	30,373	33,704	22,500	23,000
Library of Congress (*)	U/A	41,300	U/A	19,493	24,705
Linda Hall Library (*)	20	30,550	32,200	18,500	20,000
National Agricultural Library	131	35,733	38,213	19,493	20,195
National Library of Canada (* D)	220	34,247	35,528	24,073	25,006
National Library of Medicine (*)	190	37,959	39,907	20,195	20,800
New York Public Library (*)	289	31,000	U/A	25,140	U/A
New York State Library (*)	7	33,816	39,299	23,231	25,927
Newberry Library	54	25,000	25,582	17,500	18,000
Smithsonian Institution Libraries (*)	54	35,000	35,000	19,493	20,195

U/A - Unavailable
* - See Notes, pages 91-94
D - Canadian salaries expressed in U.S. dollars.
Figures reported as of September 30, 1990.

TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to the Consumer Price Index (CPI), all of which have been converted using July 1981 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS Index	Actual CPI	Adjusted CPI
1991**	12	1,363	$36,013	$20,800	177.4	164.4	390.7	157.7
1990	11	3,767	40,106	20,195	197.6	159.6	372.7	150.4
1989#	11	3,781	37,544	19,100	184.9	151.0	354.9	143.2
1988#	11	3,765	36,250	18,405	178.6	145.5	340.8	137.5
1987##	10	2,790	33,020	17,912	162.7	141.6	328.0	132.4
1986	12	3,874	33,720	17,308	166.1	136.8	322.8	130.3
1985	11	3,840	33,863	16,500	166.8	130.4	311.7	125.8
1984	11	3,411	31,000	16,566	152.7	130.9	299.3	120.8
1983	11	4,929	25,373	15,487	125.0	122.4	292.4	117.9
1982	10	4,839	23,274	14,955	114.6	118.2	274.4	110.7
1981	12	5,171	20,301	12,651	100.0	100.0	247.8	100.0

* Beginning Professional Salary.
** Excludes median salary and staffing at the Library of Congress.
# Excludes Canada Institute for Scientific and Technical Information.
Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library.
Note: Canadian salaries converted to U.S. dollars.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990
Alabama (*)	44	$28,396	$30,861	$27,213	$30,534	$19,500	$21,500	11.7
Alberta (D)	69	39,766	43,245	40,013	43,846	24,503	26,153	15.1
Arizona	70	30,326	33,990	30,020	33,087	20,000	23,000	11.5
Arizona State	79	31,723	33,600	30,506	33,151	21,000	23,000	13.1
Boston University	47	32,419	34,003	30,825	32,002	21,825	22,975	14.3
Brigham Young (*)	87	29,932	31,970	28,702	31,391	21,000	22,000	14.0
British Columbia (* D)	82	44,109	47,956	43,256	46,338	26,304	27,706	18.1
Brown (*)	61	34,317	36,729	32,620	35,263	24,300	25,300	15.0
Calif., Berkeley (*)	130	45,428	46,383	46,019	48,180	26,136	27,360	17.9
Calif., Davis	59	46,783	49,596	46,026	48,180	26,136	27,360	19.1
Calif., Irvine	48	46,826	46,844	48,180	48,180	26,136	27,360	14.8
Calif., Los Angeles (*)	162	45,902	47,473	46,020	48,180	26,136	27,360	14.6
Calif., Riverside	35	42,727	44,187	40,092	41,976	26,136	27,360	13.4
Calif., San Diego	71	45,159	46,673	44,964	44,964	26,136	27,360	15.5
Calif., Santa Barbara (*)	59	46,211	48,497	46,029	48,180	26,136	27,360	18.4
Case Western Reserve	28	31,100	32,176	29,900	30,170	20,000	21,000	14.5
Chicago	74	36,442	39,022	33,307	36,534	22,400	25,500	13.0
Cincinnati (*)	54	35,897	37,837	36,357	39,010	19,492	20,475	16.8
Colorado	47	34,695	34,964	32,021	33,730	23,000	24,000	15.3
Colorado State	39	35,573	37,137	33,600	34,800	22,500	22,500	17.7
Columbia	102	41,106	43,808	39,060	41,250	26,000	27,500	14.2

r - Figures revised from 1989 survey. All data are reported as of September 30, 1990.
* - See Notes, pages 91-94.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990
Connecticut	45	$42,281	$42,532	$41,312	$41,140	$27,000	$27,000	17.1
Cornell (*)	123	35,171	36,872	32,910	34,350	21,000	22,200	15.0
Dartmouth	41	38,089	40,671	37,130	39,250	23,900	24,000	14.1
Delaware (*)	55	32,088	32,476	28,366	29,500	22,402	23,288	9.2
Duke (*)	75	36,506	38,456	35,300	36,834	22,250	23,800	15.5
Emory (*)	45	32,882	35,164	30,450	33,500	20,000	21,000	14.0
Florida (*)	81	32,052	32,869	29,465	24,000	23,000	24,000	14.0
Florida State (*)	49	31,308	31,865	28,135	28,667	21,500	22,500	14.9
Georgetown	43	32,390	32,857	28,673	29,516	22,500	25,000	13.8
Georgia	73	29,807	31,339	28,543	30,178	20,000	21,000	10.9
Georgia Tech	40	29,543	31,217	26,750	28,000	19,000	23,000	12.4
Guelph (D)	31	44,077	47,577	43,881	46,854	22,621	23,807	17.8
Harvard (*)	273	37,649	42,049	34,600	40,047	25,100	26,400	13.5
Hawaii	67	40,433	44,000	40,176	44,784	27,144	29,076	18.7
Houston (*)	44	32,019	32,220	31,478	31,472	20,500	20,500	13.4
Howard	54	34,191	36,794	32,315	34,885	22,850	23,993	18.5
Illinois, Chicago (*)	50	37,653	36,811	36,100	34,150	23,000	23,000	12.6
Illinois, Urbana (*)	122	34,634	36,240	31,300	32,472	22,000	23,000	16.2
Indiana (*)	101	35,312	38,979	33,215	37,946	23,400	24,500	13.5
Iowa	63	36,699	38,246	35,952	38,545	21,565	22,430	15.1
Iowa State	40	39,737	41,102	37,155	39,138	22,500	24,000	15.0

r - Figures revised from 1989 survey. All data are reported as of September 30, 1990.
* - See Notes, pages 91-94.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990
Johns Hopkins (*)	50	$35,096	$35,396	$34,120	$35,525	$21,076	$22,025	15.8
Kansas (*)	76	30,294	30,845	29,706	30,360	20,500	21,156	13.3
Kent State (*)	50	39,028	37,936	36,500	33,226	22,000	24,445	13.3
Kentucky (*)	59	30,220	33,227	28,324	31,250	18,500	22,000	11.5
Laval (D)	69	43,948	46,442	43,715	45,957	25,060	26,346	18.9
Louisiana State (*)	47	30,041	32,941	28,080	31,968	21,400	22,500	12.9
McGill (D)	62	41,130	44,045	39,983	41,797	24,619	24,619	15.2
McMaster (D)	33	39,073	42,117	39,360	41,962	22,889	25,085	15.4
Manitoba (D)	49	39,329	38,250	39,402	38,473	20,100	20,100	16.3
Maryland	92	36,170	37,600	34,138	35,083	21,071	22,177	14.9
Massachusetts (*)	52	43,331	43,851	43,291	43,558	23,000	23,000	20.5
MIT	70	36,046	37,323	33,700	34,900	22,000	23,500	13.2
Miami	43	31,894	32,164	31,015	31,960	21,000	21,000	19.7
Michigan (*)	99	37,123	38,315	34,347	34,680	25,000	26,000	14.5
Michigan State	79	34,893	36,989	32,100	34,940	24,000	24,500	12.7
Minnesota	108	36,173	39,523	32,816	35,706	22,000	24,000	18.2
Missouri	33	29,257	30,581	29,264	30,068	20,000	21,000	14.4
Nebraska	45	33,122	37,488	31,638	35,900	20,000	22,500	15.1
New Mexico (*)	44	33,545	35,728	32,534	34,364	24,000	25,000	14.6
New York University (*)	63	38,715	38,920	33,670	35,290	27,000	28,000	12.3
North Carolina (*)	82	32,716	33,875	31,488	32,100	21,000	22,000	14.0

r - Figures revised from 1989 survey. All data are reported as of September 30, 1990.
* - See Notes, pages 91-94.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990
North Carolina State	42	$33,565	$36,810	$31,450	$33,920	$21,300	$24,150	15.4
Northwestern	84	34,036	36,688	31,927	33,092	21,000	23,500	15.3
Notre Dame	32	34,286	35,894	32,100	34,300	23,000	24,500	15.8
Ohio State (*)	103	33,536	36,296	31,980	34,080	21,840	23,160	13.6
Oklahoma	28	34,041	35,189	34,505	33,600	28,966	28,966	12.0
Oklahoma State (*)	46	27,862	30,238	24,558	27,804	20,040	21,504	13.2
Oregon	53	30,920	32,580	30,364	31,625	20,000	21,500	13.7
Pennsylvania	82	33,298	34,507	32,300	33,250	23,700	25,000	14.5
Pennsylvania State	93	36,178	38,177	34,074	36,636	24,000	24,000	13.4
Pittsburgh (*)	58	34,480	35,636	32,550	32,589	21,000	21,000	14.8
Princeton (*)	108	36,621	39,711	33,600	36,500	24,000	26,200	14.5
Purdue	58	33,284	35,107	31,550	33,500	19,000	20,000	15.1
Queen's (D)	38	35,991	38,709	34,122	37,630	22,952	25,108	15.1
Rice	38	32,942	32,814	32,050	30,000	22,000	25,000	11.7
Rochester (*)	62	30,545	31,109	27,825	28,800	18,500	21,000	14.6
Rutgers (*)	98	45,095	49,112	43,059	48,570	25,584	27,804	14.4
Saskatchewan (D)	33	40,299	41,716	41,817	41,818	22,528	23,316	15.6
South Carolina	45	32,114	33,713	30,955	32,252	22,000	23,500	14.6
Southern California (*)	61	39,181	41,060	36,000	38,886	28,900	28,900	15.6
Southern Illinois (*)	43	37,441	37,654	35,802	36,426	23,000	24,000	19.0
Stanford (*)	130	45,535	47,158	43,484	44,843	28,000	29,800	19.5

r - Figures revised from 1989 survey. All data are reported as of September 30, 1990.
* - See Notes, pages 91-94.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990
SUNY - Albany	48	$35,492	$36,698	$36,760	$38,048	$21,600	$23,400	14.8
SUNY - Buffalo (*)	64	38,276	40,027	35,503	37,453	23,000	23,400	12.7
SUNY - Stony Brook (*)	46	41,907	44,747	42,105	44,543	25,500	26,500	15.2
Syracuse (*)	48	33,350	35,248	31,122	33,238	21,000	22,500	16.0
Temple (*)	43	34,438	34,532	32,632	32,949	20,500	22,000	15.5
Tennessee	49	34,049	35,319	31,100	32,693	21,000	21,000	14.1
Texas (*)	100	31,897	33,014	30,671	31,402	20,000	21,000	17.1
Texas A & M (*)	56	33,689	33,847	31,250	31,400	21,000	22,000	11.4
Toronto (* D)	134	42,116	45,372	44,257	47,621	23,386	24,382	18.2
Tulane (*)	37	29,897	31,377	28,610	29,835	21,000	22,050	15.2
Utah	44	30,188	29,904	29,825	26,500	19,000	20,000	11.8
Vanderbilt	66	31,168	33,147	28,819	30,800	21,000	22,000	12.2
Virginia	66	35,490	36,251	33,000	33,700	22,000	24,000	17.0
Virginia Tech	45	33,336	33,710	33,575	33,990	21,000	22,500	12.9
Washington	107	32,412	33,389	30,330	32,040	20,500	22,000	15.3
Washington State	41	31,572	32,909	30,845	31,800	20,028	22,000	13.2
Washington, St. Louis	47	29,921	32,226	27,556	30,490	20,316	22,000	12.1
Waterloo (D)	44	39,448	43,062	37,649	41,990	24,128	25,359	15.0
Wayne State	59	34,635	37,311	32,391	34,956	24,000	26,000	13.8
Western Ontario (D)	40	37,833	41,596	37,412	40,576	25,410	27,000	16.0
Wisconsin	101	35,895	38,096	34,314	36,368	23,185	23,996	15.4
Yale (*)	119	40,679	43,089	38,160	40,433	26,250	27,300	14.9
York (D)	44	49,918	49,056	51,725	51,678	24,568	26,286	17.6

r - Figures revised from 1989 survey. All data are reported as of September 30, 1990.
* - See Notes, pages 91-94.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 27,000 and over
2 - 26,000-26,999
3 - 25,000-25,999
4 - 24,000-24,999
5 - 23,000-23,999
6 - 22,000-22,999
7 - 21,000-21,999
8 - 20,000-20,999
9 - below 20,000

Group	Rank	Institution	Salary
1	1	Oklahoma	$28,966
	2	Southern California	28,900
	3	Stanford	28,000
	4	Hawaii	27,144
	5	Connecticut	27,000
	5	New York University	27,000
2	7	British Columbia	26,304
	8	Yale	26,250
	9	California, Berkeley	26,136
	9	California, Davis	26,136
	9	California, Irvine	26,136
	9	California, Los Angeles	26,136
	9	California, Riverside	26,136
	9	California, San Diego	26,136
	9	California, Santa Barbara	26,136
	16	Columbia	26,000
3	17	Rutgers	25,584
	18	SUNY-Stony Brook	25,500
	19	Western Ontario	25,410
	20	Harvard	25,100
	21	Laval	25,060
	22	Michigan	25,000
4	23	McGill	24,619
	24	York	24,568
	25	Alberta	24,503
	26	Brown	24,300
	27	Waterloo	24,128
	28	Michigan State	24,000
	28	New Mexico	24,000
	28	Pennsylvania State	24,000
	28	Princeton	24,000
	28	Wayne State	24,000
5	33	Dartmouth	23,900
	34	Pennsylvania	23,700
	35	Indiana	23,400
	36	Toronto	23,386
	37	Wisconsin	23,185
	38	Colorado	23,000
	38	Florida	23,000
	38	Illinois, Chicago	23,000
	38	Massachusetts	23,000
	38	Notre Dame	23,000
	38	Southern Illinois	23,000
	38	SUNY-Buffalo	23,000
6	45	Queen's	22,952
	46	McMaster	22,889
	47	Howard	22,850
	48	Guelph	22,621
	49	Saskatchewan	22,528
	50	Colorado State	22,500
	50	Georgetown	22,500
	50	Iowa State	22,500
	53	Delaware	22,402
	54	Chicago	$22,400
	55	Duke	22,250
	56	Illinois, Urbana	22,000
	56	Kent State	22,000
	56	MIT	22,000
	56	Minnesota	22,000
	56	Rice	22,000
	56	South Carolina	22,000
	56	Virginia	22,000
7	63	Ohio State	21,840
	64	Boston University	21,825
	65	SUNY-Albany	21,600
	66	Iowa	21,565
	67	Florida State	21,500
	68	Louisiana State	21,400
	69	North Carolina State	21,300
	70	Johns Hopkins	21,076
	71	Maryland	21,071
	72	Arizona State	21,000
	72	Brigham Young	21,000
	72	Cornell	21,000
	72	Miami	21,000
	72	North Carolina	21,000
	72	Northwestern	21,000
	72	Pittsburgh	21,000
	72	Syracuse	21,000
	72	Tennessee	21,000
	72	Texas A&M	21,000
	72	Tulane	21,000
	72	Vanderbilt	21,000
	72	Virginia Tech	21,000
8	85	Houston	20,500
	85	Kansas	20,500
	85	Temple	20,500
	85	Washington	20,500
	89	Washington, St. Louis	20,316
	90	Manitoba	20,100
	91	Oklahoma State	20,040
	92	Washington State	20,028
	93	Arizona	20,000
	93	Case Western	20,000
	93	Emory	20,000
	93	Georgia	20,000
	93	Missouri	20,000
	93	Nebraska	20,000
	93	Oregon	20,000
	93	Texas	20,000
9	101	Alabama	19,500
	102	Cincinnati	19,492
	103	Georgia Tech	19,000
	103	Purdue	19,000
	103	Utah	19,000
	106	Kentucky	18,500
	106	Rochester	18,500

All Canadian salaries and some U.S. salaries revised from 1989 Survey figures. Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 28,000 and over
2 - 27,000-27,999
3 - 26,000-26,999
4 - 25,000-25,999
5 - 24,000-24,999
6 - 23,000-23,999
7 - 22,000-22,999
8 - 21,000-21,999
9 - below 21,000

Group	Rank	Institution	Salary
1	1	Stanford	$29,800
	2	Hawaii	29,076
	3	Oklahoma	28,966
	4	Southern California	28,900
	5	New York University	28,000
2	6	Rutgers	27,804
	7	Western Ontario	27,800
	8	British Columbia	27,706
	9	Columbia	27,500
	10	California, Berkeley	27,360
	10	California, Davis	27,360
	10	California, Irvine	27,360
	10	California, Los Angeles	27,360
	10	California, Riverside	27,360
	10	California, San Diego	27,360
	10	California, Santa Barbara	27,360
	17	Yale	27,300
	18	Connecticut	27,000
3	19	SUNY-Stony Brook	26,500
	20	Harvard	26,400
	21	Laval	26,346
	22	York	26,286
	23	Princeton	26,200
	24	Alberta	26,153
	25	Michigan	26,000
	25	Wayne State	26,000
4	27	Chicago	25,500
	28	Waterloo	25,359
	29	Brown	25,300
	30	Queen's	25,108
	31	McMaster	25,085
	32	Georgetown	25,000
	32	New Mexico	25,000
	32	Pennsylvania	25,000
	32	Rice	25,000
5	36	Toronto	24,832
	37	McGill	24,619
	38	Indiana	24,500
	38	Michigan State	24,500
	38	Notre Dame	24,500
	41	Kent State	24,445
	42	North Carolina State	24,150
	43	Colorado	24,000
	43	Dartmouth	24,000
	43	Florida	24,000
	43	Iowa State	24,000
	43	Minnesota	24,000
	43	Pennsylvania State	24,000
	43	Southern Illinois	24,000
	43	Virginia	24,000
6	51	Wisconsin	23,996
	52	Howard	23,993
	53	Guelph	23,807
6	54	Duke	$23,800
	55	MIT	23,500
	55	Northwestern	23,500
	55	South Carolina	23,500
	58	SUNY-Albany	23,400
	58	SUNY-Buffalo	23,400
	60	Saskatchewan	23,316
	61	Delaware	23,288
	62	Ohio State	23,160
	63	Arizona	20,000
	63	Arizona State	23,000
	63	Georgia Tech	23,000
	63	Illinois, Chicago	23,000
	63	Illinois, Urbana	23,000
	63	Massachusetts	23,000
7	69	Boston University	22,975
	70	Colorado State	22,500
	70	Florida State	22,500
	70	Louisiana State	22,500
	70	Nebraska	22,500
	70	Syracuse	22,500
	70	Virginia Tech	22,500
	76	Iowa	22,430
	77	Cornell	22,200
	78	Maryland	22,177
	79	Tulane	22,050
	80	Johns Hopkins	22,025
	81	Brigham Young	22,000
	81	Kentucky	22,000
	81	North Carolina	22,000
	81	Temple	22,000
	81	Texas A&M	22,000
	81	Vanderbilt	22,000
	81	Washington	22,000
	81	Washington State	22,000
	81	Washington, St. Louis	22,000
8	90	Oklahoma State	21,504
	91	Alabama	21,500
	91	Oregon	21,500
	93	Kansas	21,156
	94	Case Western	21,000
	94	Emory	21,000
	94	Georgia	21,000
	94	Miami	21,000
	94	Missouri	21,000
	94	Pittsburgh	21,000
	94	Rochester	21,000
	94	Tennessee	21,000
	94	Texas	21,000
9	103	Houston	20,500
	104	Cincinnati	20,475
	105	Manitoba	20,100
	106	Purdue	20,000
	106	Utah	20,000

Figures reported as of September 1, 1990; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over	6 - 32,000-32,999
2 - 43,000-44,999	7 - 31,000-31,999
3 - 39,000-42,999	8 - 30,000-30,999
4 - 35,000-38,999	9 - 28,000-29,999
5 - 33,000-34,999	10 - below 28,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$51,725				
	2	California, Irvine	48,180	6	55	Cornell	$32,910
	3	California, Santa Barbara	46,029		56	Minnesota	32,816
	4	California, Davis	46,026		57	Temple	32,632
	5	California, Los Angeles	46,020		58	Brown	32,620
	6	California, Berkeley	46,019		59	Pittsburgh	32,550
					60	New Mexico	32,534
2	7	California, San Diego	44,964		61	Wayne State	32,391
	8	Toronto	44,257		62	Howard	32,315
	9	Guelph	43,881		63	Pennsylvania	32,300
	10	Laval	43,715		64	Michigan State	32,100
	11	Stanford	43,484		64	Notre Dame	32,100
	12	Massachusetts	43,291		66	Rice	32,050
	13	British Columbia	43,256		67	Colorado	32,021
	14	Rutgers	43,059				
				7	68	Ohio State	31,980
3	15	SUNY-Stony Brook	42,105		69	Northwestern	31,927
	16	Saskatchewan	41,817		70	Nebraska	31,638
	17	Connecticut	41,312		71	Purdue	31,550
	18	Hawaii	40,176		72	North Carolina	31,488
	19	California, Riverside	40,092		73	Houston	31,478
	20	Alberta	40,013		74	North Carolina State	31,450
	21	McGill	39,983		75	Illinois, Urbana	31,300
	22	Manitoba	39,402		76	Texas A&M	31,250
	23	McMaster	39,360		77	Syracuse	31,122
	24	Columbia	39,060		78	Tennessee	31,100
					79	Miami	31,015
4	25	Yale	38,160				
	26	Waterloo	37,649	8	80	South Carolina	30,955
	27	Western Ontario	37,412		81	Washington State	30,845
	28	Iowa State	37,155		82	Boston University	30,825
	29	Dartmouth	37,130		83	Texas	30,671
	30	SUNY-Albany	36,760		84	Arizona State	30,506
	31	Kent State	36,500		85	Emory	30,450
	32	Cincinnati	36,357		86	Oregon	30,364
	33	Illinois, Chicago	36,100		87	Washington	30,330
	34	Southern California	36,000		88	Arizona	30,020
	35	Iowa	35,952				
	36	Southern Illinois	35,802	9	89	Case Western	29,900
	37	SUNY-Buffalo	35,503		90	Utah	29,825
	38	Duke	35,300		91	Kansas	29,706
					92	Florida	29,465
5	39	Harvard	34,600		93	Missouri	29,624
	40	Oklahoma	34,505		94	Vanderbilt	28,819
	41	Michigan	34,347		95	Brigham Young	28,702
	42	Wisconsin	34,314		96	Georgetown	28,673
	43	Maryland	34,138		97	Tulane	28,610
	44	Queen's	34,122		98	Georgia	28,543
	45	Johns Hopkins	34,120		99	Delaware	28,366
	46	Pennsylvania State	34,074		100	Kentucky	28,324
	47	MIT	33,700		101	Florida State	28,135
	48	New York University	33,670		102	Louisiana State	28,080
	49	Colorado State	33,600				
	49	Princeton	33,600	10	103	Rochester	27,825
	51	Virginia Tech	33,575		104	Washington, St. Louis	27,556
	52	Chicago	33,307		105	Alabama	27,213
	53	Indiana	33,215		106	Georgia Tech	26,750
	54	Virginia	33,000		107	Oklahoma State	24,558

All Canadian salaries and some U.S. salaries revised from 1989 Survey figures. Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 33,000-33,999
2 - 43,000-46,999	7 - 32,000-32,999
3 - 39,000-42,999	8 - 31,000-31,999
4 - 36,000-38,999	9 - 30,000-30,999
5 - 34,000-35,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$51,678	5	55	Michigan	$34,680
	2	Rutgers	48,570		56	New Mexico	34,364
	3	California, Berkeley	48,180		57	Cornell	34,350
	3	California, Davis	48,180		58	Notre Dame	34,300
	3	California, Irvine	48,180		59	Illinois, Chicago	34,150
	3	California, Los Angeles	48,180		60	Ohio State	34,080
	3	California, Santa Barbara	48,180				
	8	Toronto	47,621	6	61	Virginia Tech	33,990
					62	North Carolina State	33,920
2	9	Guelph	46,854		63	Colorado	33,730
	10	British Columbia	46,338		64	Virginia	33,700
	11	Laval	45,957		65	Oklahoma	33,600
	12	California, San Diego	44,964		66	Emory	33,500
	13	Stanford	44,843		66	Purdue	33,500
	14	Hawaii	44,784		68	Pennsylvania	33,250
	15	SUNY-Stony Brook	44,543		69	Syracuse	33,238
	16	Alberta	43,846		70	Kent State	33,226
	17	Massachusetts	43,558		71	Arizona State	33,151
					72	Northwestern	33,092
3	18	Waterloo	41,990		73	Arizona	33,087
	19	California, Riverside	41,976				
	20	McMaster	41,962	7	74	Temple	32,949
	21	Saskatchewan	41,818		75	Tennessee	32,693
	22	McGill	41,797		76	Pittsburgh	32,589
	23	Columbia	41,250		77	Illinois, Urbana	32,472
	24	Connecticut	41,140		78	South Carolina	32,252
	25	Western Ontario	40,576		79	North Carolina	32,100
	26	Yale	40,433		80	Washington	32,040
	27	Harvard	40,047		81	Boston University	32,002
	28	Dartmouth	39,250				
	29	Iowa State	39,138	8	82	Louisiana State	31,968
	30	Cincinnati	39,010		83	Miami	31,960
					84	Washington State	31,800
4	31	Southern California	38,886		85	Oregon	31,625
	32	Iowa	38,545		86	Houston	31,472
	33	Manitoba	38,473		87	Texas	31,402
	34	SUNY-Albany	38,048		88	Texas A&M	31,400
	35	Indiana	37,946		89	Brigham Young	31,391
	36	Queen's	37,630		90	Kentucky	31,250
	37	SUNY-Buffalo	37,543				
	38	Duke	36,834	9	91	Vanderbilt	30,800
	39	Pennsylvania State	36,636		92	Alabama	30,534
	40	Chicago	36,534		93	Washington, St. Louis	30,490
	41	Princeton	36,500		94	Kansas	30,360
	42	Southern Illinois	36,426		95	Florida	30,272
	43	Wisconsin	36,368		96	Georgia	30,178
					97	Case Western	30,170
5	44	Nebraska	35,900		98	Missouri	30,068
	45	Minnesota	35,706		99	Rice	30,000
	46	Johns Hopkins	35,525				
	47	New York University	35,290	10	100	Tulane	29,835
	48	Brown	35,263		101	Georgetown	29,516
	49	Maryland	35,083		102	Delaware*	29,500
	50	Wayne State	34,956		103	Rochester	28,800
	51	Michigan State	34,940		104	Florida State	28,667
	52	MIT	34,900		105	Georgia Tech	28,000
	53	Howard	34,885		106	Oklahoma State	27,804
	54	Colorado State	34,800		107	Utah	26,500

Figures reported as of September 1, 1990; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.
* See footnotes.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over	6 - 34,000-34,999
2 - 41,000-44,999	7 - 33,000-33,999
3 - 38,000-40,999	8 - 32,000-32,999
4 - 36,000-37,999	9 - 30,000-31,999
5 - 35,000-35,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$49,918				
	2	California, Irvine	46,826	6	55	Michigan State	$34,893
	3	California, Davis	46,783		56	Colorado	34,695
	4	California, Santa Barbara	46,211		57	Wayne State	34,635
	5	California, Los Angeles	45,902		58	Illinois, Urbana	34,634
	6	Stanford	45,535		59	Pittsburgh	34,480
	7	California, Berkeley	45,428		60	Temple	34,438
	8	California, San Diego	45,159		61	Brown	34,317
	9	Rutgers	45,095		62	Notre Dame	34,286
					63	Howard	34,191
2	10	British Columbia	44,109		64	Tennessee	34,049
	11	Guelph	44,077		65	Oklahoma	34,041
	12	Laval	43,948		66	Northwestern	34,036
	13	Massachusetts	43,331				
	14	California, Riverside	42,727	7	67	Texas A&M	33,689
	15	Connecticut	42,281		68	North Carolina State	33,565
	16	Toronto	42,116		69	New Mexico	33,545
	17	SUNY-Stony Brook	41,907		70	Ohio State	33,536
	18	McGill	41,130		71	Syracuse	33,350
	19	Columbia	41,106		72	Virginia Tech	33,336
					73	Pennsylvania	33,298
3	20	Yale	40,679		74	Purdue	33,284
	21	Hawaii	40,433		75	Nebraska	33,122
	22	Saskatchewan	40,299				
	23	Alberta	39,766	8	76	Rice	32,942
	24	Iowa State	39,737		77	Emory	32,882
	25	Waterloo	39,448		78	North Carolina	32,716
	26	Manitoba	39,329		79	Boston University	32,419
	27	Southern California	39,181		80	Washington	32,412
	28	McMaster	39,073		81	Georgetown	32,390
	29	Kent State	39,028		82	South Carolina	32,114
	30	New York University	38,715		83	Delaware	32,088
	31	SUNY-Buffalo	38,276		84	Florida	32,052
	32	Dartmouth	38,089		85	Houston	32,019
4	33	Western Ontario	37,833	9	86	Texas	31,897
	34	Illinois, Chicago	37,653		87	Miami	31,894
	35	Harvard	37,649		88	Arizona State	31,723
	36	Southern Illinois	37,441		89	Washington State	31,572
	37	Michigan	37,123		90	Florida State	31,308
	38	Iowa	36,699		91	Vanderbilt	31,168
	39	Princeton	36,621		92	Case Western	31,100
	40	Duke	36,506		93	Oregon	30,920
	41	Chicago	36,442		94	Rochester	30,545
	42	Pennsylvania State	36,178		95	Arizona	30,326
	43	Minnesota	36,173		96	Kansas	30,294
	44	Maryland	36,170		97	Kentucky	30,220
	45	MIT	36,046		98	Utah	30,188
					99	Louisiana State	30,041
5	46	Queen's	35,991				
	47	Cincinnati	35,897	10	100	Brigham Young	29,932
	48	Wisconsin	35,895		101	Washington, St. Louis	29,921
	49	Colorado State	35,573		102	Tulane	29,897
	50	SUNY-Albany	35,492		103	Georgia	29,807
	51	Virginia	35,490		104	Georgia Tech	29,543
	52	Indiana	35,312		105	Missouri	29,257
	53	Cornell	35,171		106	Alabama	28,396
	54	Johns Hopkins	35,096		107	Oklahoma State	27,862

All Canadian salaries and some U.S. salaries revised from 1989 Survey figures. Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 36,000-36,999
2 - 44,000-46,999	7 - 35,000-35,999
3 - 41,000-43,999	8 - 33,000-34,999
4 - 38,000-40,999	9 - 32,000-32,999
5 - 37,000-37,999	10 - below 32,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Davis	$49,596	6	54	Illinois, Chicago	$36,811
	2	Rutgers	49,112		55	North Carolina State	36,810
	3	York	49,056		56	Howard	36,794
	4	California, Santa Barbara	48,497		57	Brown	36,729
	5	British Columbia	47,956		58	SUNY-Albany	36,698
	6	Guelph	47,577		59	Northwestern	36,688
	7	California, Los Angeles	47,473		60	Ohio State	36,296
	8	Stanford	47,158		61	Virginia	36,251
					62	Illinois, Urbana	36,240
2	9	California, Irvine	46,844				
	10	California, San Diego	46,673	7	63	Notre Dame	35,894
	11	Laval	46,442		64	New Mexico	35,728
	12	California, Berkeley	46,383		65	Pittsburgh	35,636
	13	Toronto	45,372		66	Johns Hopkins	35,396
	14	SUNY-Stony Brook	44,747		67	Tennessee	35,319
	15	California, Riverside	44,187		68	Syracuse	35,248
	16	McGill	44,045		69	Oklahoma	35,189
	17	Hawaii	44,000		70	Emory	35,164
					71	Purdue	35,107
3	18	Massachusetts	43,851				
	19	Columbia	43,808	8	72	Colorado	34,964
	20	Alberta	43,245		73	Temple	34,532
	21	Yale	43,089		74	Pennsylvania	34,507
	22	Waterloo	43,062		75	Boston University	34,003
	23	Connecticut	42,532		76	Arizona	33,990
	24	McMaster	42,117		77	North Carolina	33,875
	25	Harvard	42,049		78	Texas A&M	33,847
	26	Saskatchewan	41,716		79	South Carolina	33,713
	27	Western Ontario	41,596		80	Virginia Tech	33,710
	28	Iowa State	41,102		81	Arizona State	33,600
	29	Southern California	41,060		82	Washington	33,389
					83	Kentucky	33,227
4	30	Dartmouth	40,671		84	Vanderbilt	33,147
	31	SUNY-Buffalo	40,027		85	Texas	33,014
	32	Princeton	39,711				
	33	Minnesota	39,523	9	86	Louisiana State	32,941
	34	Chicago	39,022		87	Washington State	32,909
	35	Indiana	38,979		88	Florida	32,869
	36	New York University	38,920		89	Georgetown	32,857
	37	Queen's	38,709		90	Rice	32,814
	38	Duke	38,456		91	Oregon	32,580
	39	Michigan	38,315		92	Delaware*	32,476
	40	Manitoba	38,250		93	Washington, St. Louis	32,226
	41	Iowa	38,246		94	Houston	32,220
	42	Pennsylvania State	38,177		95	Case Western	32,176
	43	Wisconsin	38,096		96	Miami	32,164
5	44	Kent State	37,936	10	97	Brigham Young	31,970
	45	Cincinnati	37,837		98	Florida State	31,865
	46	Southern Illinois	37,654		99	Tulane	31,377
	47	Maryland	37,600		100	Georgia	31,339
	48	Nebraska	37,488		101	Georgia Tech	31,217
	49	MIT	37,323		102	Rochester	31,109
	50	Wayne State	37,311		103	Alabama	30,861
	51	Colorado State	37,137		104	Kansas	30,845
					105	Missouri	30,581
6	52	Michigan State	36,989		106	Oklahoma State	30,238
	53	Cornell	36,872		107	Utah	29,904

Figures reported as of September 1, 1990; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.
* See footnotes.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1988-91

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1988	1989	1990r	1991	1988	1989	1990r	1991	1988	1989	1990r	1991
Alabama	102	103	106	103	99	95	105	92	84	85	101	91
Alberta	41	30	23	20	28	25	20	16	31	31	25	24
Arizona	57	68	95	76	46	58	88	73	34	69	93	63
Arizona State	45	73	88	81	57	65	84	71	51	69	72	63
Boston	84	86	79	75	81	89	82	81	47	52	64	69
Brigham Young	90	94	100	97	88	94	95	89	51	85	72	81
British Columbia	50	39	10	5	41	28	13	10	83	35	7	8
Brown	58	60	61	57	60	55	58	48	19	20	26	29
Calif., Berkeley	4	2	7	12	5	3	6	3	3	6	9	10
Calif., Davis	5	4	3	1	2	3	4	3	3	6	9	10
Calif., Irvine	8	8	2	9	7	9	2	3	3	6	9	10
Calif., Los Angeles	6	6	5	7	2	3	5	3	3	6	9	10
Calif., Riverside	10	13	14	15	12	14	19	19	3	6	9	10
Calif., San Diego	3	5	8	10	6	6	7	12	3	6	9	10
Calif., Santa Barbara	1	3	4	4	1	2	3	3	3	6	9	10
Case Western Reserve	91	102	92	95	78	103	89	97	84	100	93	94
Chicago	71	43	41	34	65	57	52	40	79	63	54	27
Cincinnati	42	49	45	47	20	31	32	30	81	90	102	104
Colorado	44	61	56	72	39	69	67	63	22	32	38	43
Colorado State	51	42	49	51	45	51	49	54	15	27	50	70
Columbia	15	14	19	19	16	16	14	23	14	13	16	9
Connecticut	17	16	15	23	18	15	17	24	25	54	5	18
Cornell	29	45	53	53	44	48	55	57	75	69	72	77
Dartmouth	21	31	32	30	22	27	29	28	19	24	33	43
Delaware	82	95	83	92	102	106	99	102	34	37	53	61
Duke	32	36	38	40	34	37	38	38	34	45	55	54
Emory	64	74	77	70	76	84	85	66	84	93	93	94
Florida	76	82	84	88	82	86	92	95	34	37	38	43
Florida State	99	88	90	98	92	97	101	104	98	69	67	70
Georgetown	77	84	81	89	86	96	96	101	28	37	50	32
Georgia	97	96	103	100	101	81	98	96	84	99	93	94
Georgia Tech	92	98	104	101	105	105	106	105	84	93	103	63
Guelph	14	11	11	6	13	10	9	9	62	44	48	53
Harvard	34	37	35	25	51	42	39	27	48	55	20	20
Hawaii	13	18	21	17	11	17	18	14	13	16	4	2
Houston	78	85	85	94	74	87	73	86	102	100	85	103
Howard	48	57	63	56	52	59	62	53	17	22	47	52
Illinois, Chicago	**	51	34	54	**	64	33	59	**	118	38	63
Illinois, Urbana	63	65	58	62	89	85	75	77	34	69	56	63
Indiana	53	48	52	35	67	44	53	35	64	37	35	38

r - Rankings for FY90 revised from 1989 Survey based on current reports.
** - Institution not an ARL member during this period.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1988-91

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1988	1989	1990r	1991	1988	1989	1990r	1991	1988	1989	1990r	1991
Iowa	39	41	38	41	35	38	35	32	59	65	66	76
Iowa State	31	28	24	28	56	36	28	29	78	69	50	43
Johns Hopkins	61	67	54	66	48	49	45	46	49	58	70	80
Kansas	104	100	96	104	96	91	91	94	79	85	85	93
Kent State	33	21	29	44	21	29	31	70	50	67	56	41
Kentucky	105	101	97	83	104	100	100	90	102	100	106	81
Laval	88	12	12	11	62	11	10	11	30	18	21	21
Louisiana State	98	89	99	86	85	82	102	82	65	55	68	70
McGill	35	29	18	16	37	18	21	22	76	50	23	37
McMaster	30	21	28	24	24	20	23	20	95	43	46	31
Manitoba	36	25	26	40	25	19	22	33	97	92	90	105
Maryland	43	53	44	47	55	56	43	49	73	62	71	78
Massachusetts	9	9	13	18	9	8	12	17	18	26	38	63
MIT	56	46	45	49	63	52	47	52	34	46	56	55
Miami	80	79	87	96	70	67	79	83	34	69	72	94
Michigan	25	28	37	39	26	33	41	55	22	27	22	25
Michigan State	66	55	55	52	73	62	64	51	34	46	28	38
Minnesota	20	34	43	33	40	46	56	45	27	59	56	43
Missouri	101	107	105	105	90	98	93	98	98	100	93	94
Nebraska	85	76	75	48	95	77	70	44	84	85	93	70
New Mexico	73	63	69	64	54	54	60	56	56	53	28	32
New York	40	23	30	36	31	35	48	47	10	4	5	5
North Carolina	72	75	78	77	70	70	72	79	84	93	72	81
North Carolina State	70	72	68	55	69	71	74	62	51	68	69	42
Northwestern	52	59	66	59	64	68	69	72	34	43	72	55
Notre Dame	54	58	62	63	66	72	64	58	34	34	38	38
Ohio State	55	56	70	60	50	61	68	60	33	46	63	62
Oklahoma	103	92	65	69	103	79	40	65	84	1	1	3
Oklahoma State	106	106	107	106	106	107	107	106	101	91	91	90
Oregon	62	80	93	91	59	90	86	85	65	93	93	91
Pennylvania	38	52	73	74	49	53	63	68	34	69	34	32
Pennylvania State	23	27	42	42	36	32	46	39	16	19	28	43
Pittsburgh	60	66	59	65	58	60	59	76	102	100	72	94
Princeton	24	33	39	32	27	43	49	41	25	32	28	23
Purdue	68	64	74	71	83	63	71	66	102	100	103	106
Queen's	69	40	46	37	72	47	44	36	58	42	45	30
Rice	96	93	76	90	93	92	66	99	34	55	56	32
Rochester	95	104	94	102	79	102	103	103	106	107	106	94
Rutgers	2	1	9	2	4	1	14	2	11	15	17	6
Saskatchewan	46	35	22	26	29	24	16	21	63	61	49	60

r - Rankings for FY90 revised from 1989 Survey based on current reports.
** - Institution not an ARL member during this period.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1988-91

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1988	1989	1990r	1991	1988	1989	1990r	1991	1988	1989	1990r	1991
South Carolina	79	83	82	79	75	74	80	78	22	64	56	55
Southern California	18	22	27	29	32	30	34	31	2	2	2	4
Southern Illinois	37	38	36	46	42	40	36	42	28	51	38	43
Stanford	7	7	6	8	8	12	11	13	1	3	3	1
SUNY-Albany	49	47	50	58	14	21	30	34	60	59	65	58
SUNY-Buffalo	22	29	31	31	23	34	37	37	60	37	38	58
SUNY-Stony Brook	16	20	17	14	17	22	15	15	16	15	18	19
Syracuse	89	77	71	68	84	76	77	69	87	69	72	70
Temple	81	78	60	73	68	66	57	74	96	69	85	81
Tennessee	74	70	64	67	77	83	78	75	32	93	72	94
Texas	87	81	86	85	80	75	83	87	75	93	93	94
Texas A&M	67	69	67	78	91	78	76	88	87	69	72	81
Toronto	19	17	16	13	15	13	8	8	81	36	36	36
Tulane	100	104	102	99	100	99	97	100	60	69	72	79
Utah	94	97	98	107	97	88	90	107	60	100	103	106
Vanderbilt	93	99	91	84	98	104	94	91	87	69	72	81
Virginia	47	44	51	61	43	41	54	64	60	69	56	43
Virginia Tech	59	62	72	80	47	45	51	61	47	66	72	70
Washington	83	87	80	82	87	93	87	80	60	85	85	81
Wahington State	75	90	89	87	61	80	81	84	60	84	92	81
Washington, St. Louis	86	91	101	93	94	101	104	93	56	83	89	81
Waterloo	27	26	25	22	30	26	26	18	59	29	27	28
Wayne State	26	71	57	50	33	73	61	50	16	17	28	25
Western Ontario	65	54	33	27	53	38	27	25	98	23	19	7
Wisconsin	28	50	48	43	38	50	42	43	20	25	37	51
Yale	11	15	20	21	19	23	25	26	11	13	8	17
York	12	10	1	3	10	7	1	1	106	30	24	22

r - Rankings for FY90 revised from 1989 Survey based on current reports.
** - Institution not an ARL member during this period.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to the Consumer Price Index (CPI), all of which have been converted using July 1981 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1991	107	8,382	$36,701	$23,800	174.9	183.1	390.7	157.7
1990	107	8,253	34,629	22,000	165.0	169.2	372.7	150.4
1989	107	8,087	32,461	20,400	154.7	156.9	354.9	143.2
1988	106	7,962	30,534	19,460	145.5	149.7	340.8	137.5
1987	105	7,718	28,941	18,250	137.9	140.4	328.0	132.4
1986	105	7,543	27,485	17,500	131.0	134.6	322.8	130.3
1985	104	7,161	26,100	16,500	124.4	126.9	311.7	125.8
1984	103	7,039	24,940	15,778	118.8	121.4	299.3	120.8
1983	100	6,898	23,500	15,000	112.0	115.4	292.2	117.9
1982	100	6,894	21,727	14,200	103.5	109.2	274.4	110.7
1981	98	6,581	20,987	13,000	100.0	100.0	247.8	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES BY SALARY AND POSITION, FISCAL 1991[1]

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $100,000 or more	27									26								
02. 95,000-99,999	12	1								12	1							
03. 90,000-94,999	17	4	1		1			3		17	3							
04. 85,000-89,999	16	5	3					2		16	3	1						
05. 80,000-84,999	10	3	4		1			1		10	2	2						
06. 75,000-79,999	11	12	4		3	1		3		11	8	2						
07. 70,000-74,999	6	14	18		3		2	2		6	9	7						
08. 65,000-69,999	2	21	26		11	4	3	9	2	2	14	10		2	1		1	
09. 60,000-64,999	1	43	27		14	10	8	29	8	1	28	11		2	1	1	2	
10. 55,000-59,999		26	37		51	38	20	83	49		17	15		8	5	3	6	2
11. 50,000-54,999		20	71		54	54	20	140	73		13	28		9	7	3	10	2
12. 48,000-49,999		2	16		42	46	21	94	99		1	6		7	6	3	6	3
13. 46,000-47,999		3	13		28	27	23	89	64		2	5		5	4	4	6	2
14. 44,000-45,999		1	11		33	42	14	99	116		1	4		5	6	2	7	4
15. 42,000-43,999			6		45	47	28	119	90			2		7	6	4	8	3
16. 40,000-41,999			7		50	43	37	143	134			3		8	6	6	10	4
17. 38,000-39,999			2		54	68	37	116	179			1		9	9	6	8	6
18. 36,000-37,999			1		45	64	52	126	210					7	8	8	9	7
19. 34,000-35,999					46	66	51	101	254					8	9	8	7	8
20. 32,000-33,999					41	55	61	108	277					7	7	10	7	9
21. 30,000-31,999					33	63	56	62	342					5	8	9	4	11
22. 29,000-29,999					15	25	25	33	156					2	3	4	2	5
23. 28,000-28,999					7	24	25	28	166					1	3	4	2	5
24. 27,000-27,999					11	22	32	18	172					2	3	5	1	6
25. 26,000-26,999			1		5	20	20	19	174					1	3	3	1	6
26. 25,000-25,999					3	10	25	7	145						1	4		5
27. 24,000-24,999					2	14	24	12	109						2	4	1	4
28. 23,000-23,999			1		4	17	20	6	99					1	2	3		3
29. 22,000-22,999					3	1	11	10	89							2	1	3
30. 21,000-21,999					1		4		46							1		1
31. 20,000-20,999					1		4	2	22							1		1
32. 19,000-19,999						1		1	4									
33. 18,000-18,999								1										
34. 17,000-17,999								1	2									
35. 16,000-16,999									3									
36. 15,000-15,999																		
37. 14,000-14,999																		
38. 14,000 or less																		
TOTAL	102	155	250		607	762	623	1467	3084	100	100	100		100	100	100	100	100

[1]Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1991[1]

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law. Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $100,000 or more	18									9								
02. 95,000-99,999	5	1								7								
03. 90,000-94,999	9	2						3		8	2	1		1				
04. 85,000-89,999	10	4	3					2		6	1							
05. 80,000-84,999	5	2	1		1			1		5	1	3						
06. 75,000-79,999	10	3	3		1	1		3		1	9	1		2				
07. 70,000-74,999	6	9	11		3		2	2			5	7						
08. 65,000-69,999	1	9	14		7	3	1	6	1	1	12	12		4	1	2	3	1
09. 60,000-64,999	1	22	12		8	7	3	14	3		21	15		6	3	5	15	5
10. 55,000-59,999		15	17		25	24	9	40	19		11	20		26	14	11	43	30
11. 50,000-54,999		7	31		24	26	7	62	22		13	40		30	28	13	78	51
12. 48,000-49,999		1	5		12	27	8	37	24		1	11		30	19	13	57	75
13. 46,000-47,999		2	7		12	12	13	36	21		1	6		16	15	10	53	43
14. 44,000-45,999			5		13	26	9	38	44		1	6		20	16	5	61	72
15. 42,000-43,999			4		15	20	11	47	33			2		30	27	17	72	57
16. 40,000-41,999			3		16	23	17	38	49			4		34	20	20	105	85
17. 38,000-39,999					16	40	13	44	62			2		38	28	24	72	117
18. 36,000-37,999					12	34	21	39	54			1		33	30	31	87	156
19. 34,000-35,999					13	34	25	37	64					33	32	26	64	190
20. 32,000-33,999					14	20	27	37	85					27	35	34	71	192
21. 30,000-31,999					8	27	23	24	84					25	36	33	38	258
22. 29,000-29,999					4	13	15	6	46					11	12	10	27	110
23. 28,000-28,999					4	10	7	9	40					3	14	18	19	126
24. 27,000-27,999					3	7	14	5	44					8	15	18	13	128
25. 26,000-26,999						4	8	4	58			1		5	16	12	15	116
26. 25,000-25,999					1	7	10	1	39					2	3	15	6	106
27. 24,000-24,999						3	12	3	29					2	11	12	9	80
28. 23,000-23,999					1	7	8	2	30			1		3	10	12	4	69
29. 22,000-22,999							2	4	29					3	1	9	6	60
30. 21,000-21,999							3		14					1		1		32
31. 20,000-20,999							1	1	8					1		3	1	14
32. 19,000-19,999								1	2						1			2
33. 18,000-18,999								1										
34. 17,000-17,999								1										2
35. 16,000-16,999																		3
36. 15,000-15,999																		
37. 14,000-14,999																		
38. 14,000 or less																		
TOTAL	65	77	117		213	375	269	548	904	37	78	133		394	387	354	919	2180

[1]Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1991

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director		102	65	37	$93,796	$93,121	$94,981
2. Associate Director		155	77	78	64,661	65,280	64,050
3. Assistant Director		250	117	133	56,596	57,729	55,600
4. Branch Head		607	213	394	42,819	45,376	41,437
5. Subject Specialist		762	375	387	39,176	40,519	37,874
6. Functional Specialist		623	269	354	35,874	36,181	35,641
7. Dept. Head:	Reference	131	39	92	43,073	43,035	43,088
8.	Cataloging	188	56	132	42,400	44,157	41,655
9.	Acquisition	114	38	76	42,675	44,017	42,003
10.	Serials	56	17	39	42,537	40,539	43,408
11.	Doc./Maps	114	46	68	40,858	38,486	42,463
12.	Circulation	103	36	67	37,933	39,103	37,305
13.	Spec. Coll'n.	96	55	41	46,795	49,515	43,146
14.	Computer	65	38	27	47,761	47,987	47,442
15.	Other	600	223	337	40,627	43,133	39,145
16. Reference:	Over 15 yrs. exp.	511	162	349	39,087	39,094	39,084
17.	10 - 15 yrs. exp.	248	69	179	34,349	35,304	33,980
18.	5 - 10 yrs. exp.	280	85	195	30,618	30,840	30,521
19.	Under 5 yrs. exp.	327	93	234	26,514	26,537	26,505
20. Catalog:	Over 15 yrs. exp.	522	161	361	38,188	38,599	38,005
21.	10 - 15 yrs. exp.	141	41	100	33,754	34,002	33,658
22.	5 - 10 yrs. exp.	202	49	153	30,811	31,667	30,537
23.	Under 5 yrs. exp.	223	73	150	26,068	26,142	26,032
24. Other:	Over 15 yrs. exp.	251	69	182	39,433	41,529	38,652
25.	10 - 15 yrs. exp.	102	25	77	34,309	35,096	34,054
26.	5 - 10 yrs. exp.	129	31	98	31,254	32,292	30,926
27.	Under 5 yrs. exp.	148	46	102	26,413	26,242	26,490
All Positions		**7,050**	**2,568**	**4,482**	**$39,310**	**$41,729**	**$37,924**

See Tables 33 and 40 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1991

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director		5	3	2	$93,640	*	*
2. Associate Director		5	1	4	67,267	*	*
3. Assistant Director		12	4	8	52,753	51,547	53,356
4. Branch Head		53	16	37	43,463	51,355	40,050
5. Subject Specialist		95	39	56	39,001	44,171	35,400
6. Functional Specialist		61	24	37	35,315	35,567	35,151
7. Dept. Head:	Reference	8	2	6	39,883	*	*
8.	Cataloging	17	5	12	40,403	48,692	36,948
9.	Acquisition	5	0	5	42,801	N/A	42,801
10.	Serials	3	1	2	*	*	*
11.	Documents/Maps	7	1	6	44,200	*	*
12.	Circulation	10	4	6	32,483	32,092	32,744
13.	Special Coll'n.	1	0	1	*	N/A	*
14.	Computer	3	1	2	*	*	*
15.	Other	51	16	35	39,422	42,271	38,119
16. Reference:	Over 15 yrs. exp.	50	10	40	40,873	40,967	40,849
17.	10 - 15 yrs. exp.	26	6	20	34,584	33,755	34,833
18.	5 - 10 yrs. exp.	27	5	22	29,893	30,174	29,830
19.	Under 5 yrs. exp.	42	12	30	28,341	28,711	28,193
20. Catalog:	Over 15 yrs. exp.	96	32	64	37,440	37,677	37,322
21.	10 - 15 yrs. exp.	16	6	10	32,455	32,746	32,280
22	5 - 10 yrs. exp.	24	5	19	30,222	30,842	30,058
23	Under 5 yrs. exp.	27	6	21	26,023	26,989	25,747
24. Other:	Over 15 yrs. exp.	24	3	21	38,244	*	*
25.	10 - 15 yrs. exp.	5	2	3	33,586	*	*
26.	5 - 10 yrs. exp.	7	2	5	31,495	*	*
27.	Under 5 yrs. exp.	19	5	14	24,694	24,976	24,594
All Positions		**699**	**211**	**488**	**$37,273**	**$39,826**	**$36,168**

* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	102	65	37	24.9	26.2	22.6
2. Associate Director	155	78	77	20.8	20.9	20.7
3. Assistant Director	250	117	133	19.3	19.7	19.0
4. Branch Head	607	213	394	17.2	18.0	16.8
5. Subject Specialist	762	375	387	16.4	17.0	15.8
6. Functional Specialist	623	269	354	16.4	17.0	15.8
7. Dept. Head: Reference	131	39	92	15.8	16.7	15.4
8. Cataloging	188	56	132	16.6	16.5	16.7
9. Acquisition	114	38	76	17.7	16.5	15.4
10. Serials	56	17	39	17.9	16.6	18.5
11. Doc./Maps	114	68	46	17.7	15.5	19.2
12. Circulation	103	36	67	12.3	13.1	11.9
13. Spec. Coll'n.	96	55	41	19.7	19.7	19.7
14. Computer	65	38	27	14.2	16.0	11.5
15. Other	600	223	377	15.6	16.6	15.0
16. Public Services	345	101	244	12.5	13.0	12.3
17. Technical Services	203	54	149	13.5	12.6	13.9
18. Administrative Services	82	16	66	12.6	12.8	12.6
19. Reference	1,366	409	957	12.3	13.5	12.2
20. Cataloging	1,088	324	764	14.4	14.5	14.3
All Positions	**7,050**	**2,568**	**4,482**	**14.9**	**15.7**	**14.5**

See Tables 34 and 41 for statistics related to medical and law librarians.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	5	3	2	23.2	23.0	23.5
2. Associate Director	5	1	4	26.0	19.0	27.8
3. Assistant Director	12	4	8	18.9	21.5	17.6
4. Branch Head	53	16	37	19.0	20.7	18.3
5. Subject Specialist	95	39	56	16.7	19.4	14.8
6. Functional Specialist	61	24	37	11.4	11.3	11.5
7. Dept. Head: Reference	8	2	6	12.9	10.0	13.8
8. Cataloging	17	5	12	17.8	20.6	16.6
9. Acquisition	5	0	5	20.8		20.8
10. Serials	3	1	2	18.3	21.0	17.0
11. Doc./Maps	7	1	6	15.3	33.0	3.7
12. Circulation	10	4	6	9.7	10.0	9.5
13. Spec. Coll'n.	1	0	1	15.0		15.0
14. Computer	3	1	2	10.0	17.0	6.5
15. Other	51	16	35	17.0	18.3	16.4
16. Public Services	30	7	23	11.1	12.1	10.8
17. Technical Services	16	3	13	12.8	10.7	13.3
18. Administrative Services	9	2	7	12.8	1.0	16.3
19. Reference	145	33	112	11.5	10.8	11.7
20. Catalog	163	49	114	16.2	17.2	15.7
All Positions	**699**	**211**	**488**	**14.9**	**16.0**	**14.4**

Excludes all Canadian libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1991

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	850	301	549	12.1	$26,796	$37,075	$26,642
2. 4 - 7 years	935	310	625	13.3	31,049	31,930	30,613
3. 8 - 11 years	935	285	650	13.3	35,596	37,172	34,906
4. 12 - 15 years	1,048	384	664	14.9	39,642	41,415	38,617
5. 16 - 19 years	1,029	378	651	14.6	42,721	44,072	41,937
6. 20 - 23 years	1,009	362	647	14.3	46,230	47,754	45,378
7. 24 - 27 years	617	271	346	8.8	47,599	49,680	45,969
8. 28 - 31 years	322	149	173	4.6	47,611	51,346	44,395
9. 32 - 35 years	173	75	98	2.5	49,830	58,768	42,989
10. Over 35 years	132	53	79	1.9	49,866	59,492	43,409
All Positions	**7,050**	**2,568**	**4,482**	**100.0**	**$39,310**	**$41,729**	**$37,924**

Canadian salaries converted to U.S. dollars; see Table 28 for salaries in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1991

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	91	23	68	13.0	$26,877	$27,267	$26,745
2. 4 - 7 years	111	28	83	15.9	30,993	33,129	30,272
3. 8 - 11 years	74	23	51	10.6	33,532	33,582	33,510
4. 12 - 15 years	68	20	48	9.7	35,860	34,665	36,359
5. 16 - 19 years	105	32	73	15.0	40,677	43,208	39,568
6. 20 - 23 years	121	38	83	17.3	42,006	43,150	41,482
7. 24 - 27 years	72	25	47	10.3	44,983	48,417	43,156
8. 28 - 31 years	35	15	20	5.0	46,957	51,618	43,460
9. 32 - 35 years	15	7	8	2.1	46,574	53,711	40,329
10. Over 35 years	7	0	7	1.0	44,749	N/A	44,749
All Positions	**699**	**211**	**488**	**100.0**	**$37,273**	**$39,826**	**$36,168**

Excludes all Canadian libraries.
N/A - No positions were reported in this category.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1991

Position	Years of Experience						
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
1. Director	*	*	*	*	$96,258	$89,345	$96,980
2. Associate Director	*	*	$63,702	$63,124	59,698	68,578	66,569
3. Assistant Director	*	$41,737	50,825	55,047	56,911	57,907	59,348
4. Branch Head	$28,797	31,552	37,443	41,010	44,641	46,764	49,200
5. Functional Specialist	28,121	32,269	35,036	38,557	39,845	43,072	43,198
6. Subject Specialist	27,620	32,293	34,768	38,534	40,374	43,280	46,398
7. Head, Acquisitions	*	33,355	38,180	43,020	41,582	45,551	47,452
8. Head, Reference	32,159	36,915	41,963	42,384	43,269	45,549	50,215
9. Head, Cataloging	*	32,937	35,803	41,928	44,253	44,902	49,898
10. Head, Serials	*	40,017	34,035	41,779	42,555	47,492	43,643
11. Head, Documents	*	29,219	38,186	43,638	41,119	42,917	45,191
12. Head, Maps	*	28,869	*	40,807	33,759	49,047	48,537
13. Head, Circulation	27,044	34,925	36,017	40,659	40,625	43,336	43,915
14. Head, Special Collections	N/A	35,390	42,350	47,830	46,872	48,675	49,394
15. Head, Computer Systems	*	44,211	48,787	45,094	47,670	53,444	58,963
16. Head, Other Dept. or Unit	27,867	32,350	36,970	41,380	44,378	45,313	48,037

Experience reflects total professional experience.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION,

FISCAL YEAR 1991

Position	ALL COMBINED (107)*		PUBLIC (64)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	102	$93,796	59	$90,519	30	$106,445
2. Associate Director	55	64,661	86	64,061	47	67,250
3. Assistant Director	250	56,596	144	55,446	88	58,018
4. Branch Head	607	42,819	360	41,561	182	43,840
5. Subject Specialist	762	39,176	437	38,867	260	38,515
6. Functional Specialist	623	35,874	367	35,123	206	34,988
7. Dept. Head: Reference	131	43,073	69	43,384	50	41,540
8. Cataloging	188	42,400	107	40,889	67	42,918
9. Acquisition	114	42,675	69	43,057	32	38,619
10. Serials	53	42,537	31	42,278	20	42,337
11. Documents/Maps	114	40,858	75	40,569	26	37,639
12. Circulation	103	37,933	56	37,956	38	35,589
13. Special Coll'n.	96	46,795	55	46,739	30	46,546
14. Computer	65	47,761	34	47,455	25	46,716
15. Other	600	40,627	353	40,326	194	39,737
16. Reference: Over 15 yrs. exp.	511	39,078	312	38,368	120	36,799
17. 10 - 15 yrs. exp.	248	34,349	144	33,806	70	32,608
18. 5 - 10 yrs. exp.	280	30,618	185	30,087	62	29,878
19. Under 5 yrs. exp.	327	26,514	220	25,829	82	27,508
20. Catalog: Over 15 yrs. exp.	522	38,188	265	37,828	179	36,097
21. 10 - 15 yrs. exp.	141	33,754	68	31,853	56	34,130
22. 5 - 10 yrs. exp.	202	30,811	93	30,136	89	30,531
23. Under 5 yrs. exp.	223	26,068	136	25,715	79	26,172
24. Other: Over 15 yrs. exp.	251	39,443	162	39,261	58	36,346
25. 10 - 15 yrs. exp.	102	34,309	63	33,268	25	33,321
26. 5 - 10 yrs. exp.	129	31,254	79	30,214	40	32,407
27. Under 5 yrs. exp.	148	26,413	100	25,290	38	28,382
All Positions	**7,050**	**$39,310**	**4,129**	**$38,474**	**2,193**	**$39,024**

* - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 24; Table 26 shows salaries in Canadian dollars.

( ) Indicates number of ARL libraries in each category.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1991

Position	Staff Over 124 (5)		Staff 75-124 (25)		Staff 50-74 (32)		Staff 1-49 (45)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$109,383	23	$104,051	30	$94,475	44	$86,201
2. Associate Director	14	73,348	54	68,038	38	60,937	49	61,345
3. Assistant Director	16	60,642	75	60,474	81	57,667	78	50,925
4. Branch Head	98	49,342	241	42,124	138	42,860	130	39,148
5. Subject Specialist	104	45,737	332	37,661	219	39,601	107	36,627
6. Functional Specialist	104	41,808	192	34,020	212	35,058	115	35,107
7. Dept. Head: Reference	12	48,312	38	45,121	36	41,565	45	41,152
8. Cataloging	27	48,646	49	41,955	49	40,659	63	41,423
9. Acquisition	6	55,421	22	42,877	36	42,597	50	41,112
10. Serials	6	51,750	17	43,998	13	39,687	20	40,383
11. Docs./Maps	8	54,553	34	39,147	28	43,047	44	38,299
12. Circulation	17	39,987	25	39,698	27	36,448	34	36,789
13. Special Coll'n.	7	55,550	24	48,324	25	47,017	40	44,206
14. Computer	5	63,419	16	51,980	19	46,896	25	42,586
15. Other	36	52,891	230	40,933	182	40,019	152	37,989
16. Reference: Over 15 yrs.exp.	52	46,628	153	37,103	137	41,057	169	36,966
17. 10 - 15 yrs.exp.	19	42,728	86	33,898	51	33,627	92	33,439
18. 5 - 10 yrs.exp.	26	37,099	72	29,769	74	31,240	108	29,197
19. Under 5 yrs.exp.	22	31,737	106	26,596	92	26,010	107	25,793
20. Catalog: Over 15 yrs.exp.	86	45,082	157	35,734	133	38,909	146	36,109
21. 10 - 15 yrs.exp.	22	36,836	50	32,946	34	35,446	35	31,328
22. 5 - 10 yrs.exp.	33	33,989	68	30,457	56	30,983	45	28,801
23. Under 5 yrs.exp.	20	31,437	91	25,611	57	25,973	55	24,970
24. Other: Over 15 yrs.exp.	46	47,542	94	36,657	65	39,751	46	36,603
25. 10 - 15 yrs.exp.	15	41,926	30	33,054	32	34,297	25	31,262
26. 5 - 10 yrs.exp.	13	38,207	47	29,863	49	31,490	20	29,425
27. Under 5 yrs.exp.	10	33,197	57	26,067	44	27,109	37	24,285
All Positions	**829**	**$45,511**	**2383**	**$38,406**	**1,957**	**$39,333**	**1,881**	**$37,699**

( ) Indicates number of ARL libraries included.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1991

Position		Northeast		North Central		South			West		Canada
		New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director		$105,455	$108,764	$95,369	$94,142	$93,553	$94,179	$83,019	$80,968	$96,944	$79,478
2. Associate Director		67,369	71,192	64,265	64,249	60,938	56,884	63,000	60,965	71,042	61,476
3. Assistant Director		66,636	58,517	59,074	57,521	50,799	48,990	49,550	51,826	60,051	58,845
4. Branch Head		45,878	44,442	41,674	38,252	38,147	36,299	35,461	41,371	46,445	46,929
5. Subject Specialist		41,856	39,507	36,672	35,595	34,391	28,816	30,812	34,029	46,751	43,895
6. Functional Specialist		36,790	34,497	32,592	33,859	32,128	31,259	32,988	30,560	41,752	45,041
7. Dept. Head:	Reference	45,717	44,089	41,750	43,149	41,033	42,057	36,743	37,698	48,620	47,667
8.	Cataloging	46,617	41,712	39,394	42,351	36,924	36,004	36,782	38,752	49,348	51,471
9.	Acquisition	46,137	40,262	42,561	41,179	39,999	40,474	39,262	38,505	47,363	50,629
10.	Serials	43,283	42,128	42,817	40,532	41,473	39,581	35,489	38,232	48,800	44,939
11.	Doc./Maps	47,724	39,933	38,867	37,538	37,483	31,849	31,427	39,103	48,964	48,966
12.	Circulation	36,576	36,536	37,110	36,511	35,744	29,783	34,228	33,599	43,901	47,694
13.	Special Coll'n.	57,186	49,447	44,112	44,552	42,819	44,631	43,006	40,310	51,135	47,752
14.	Computer	53,262	47,261	54,608	43,067	44,300	40,154	38,484	38,980	52,715	53,847
15.	Other Depts.	44,025	41,044	39,668	40,663	36,337	33,863	35,350	35,998	48,156	45,896
16. Reference:	Over 15 yrs.exp.	40,325	39,888	35,150	35,896	33,714	33,702	31,190	33,747	44,471	45,402
17.	10 - 15 yrs.exp.	35,832	33,773	33,660	32,201	30,933	31,304	28,306	30,001	38,095	40,231
18.	5 - 10 yrs.exp.	33,766	30,118	29,593	27,229	27,744	29,323	28,318	27,357	35,536	34,983
19.	Under 5 yrs.exp.	28,950	28,137	26,430	25,685	24,061	23,718	24,035	24,633	28,214	29,283
20. Catalog:	Over 15 yrs.exp.	38,417	36,305	34,915	35,776	33,490	32,437	29,334	33,282	45,826	44,210
21.	10 - 15 yrs.exp.	36,627	35,266	32,259	29,979	30,001	31,666	25,963	30,903	37,057	40,122
22.	5 - 10 yrs.exp.	32,166	31,120	29,699	28,413	27,637	25,894	25,818	27,406	34,612	35,192
23.	Under 5 yrs.exp.	28,236	26,677	26,467	23,698	23,707	23,965	23,850	23,413	30,347	31,034
24. Other:	Over 15 yrs.exp.	40,126	37,898	38,146	38,848	33,892	30,743	31,517	35,071	43,972	46,187
25.	10 - 15 yrs.exp.	34,424	33,080	35,057	32,635	28,506	31,500	31,078	30,163	40,261	40,759
26.	5 - 10 yrs.exp.	33,919	28,632	30,700	27,966	28,250	28,064	25,498	29,447	35,809	34,858
27.	Under 5 yrs.exp.	31,557	26,525	26,332	24,886	23,962	28,329	23,172	22,603	30,615	30,158
All Positions:	Avg. Salary	$41,586	$39,888	$37,988	$37,102	$35,430	$34,315	$33,710	$34,334	$44,461	$44,916
	No. of Staff	708	1,038	1,137	412	980	218	396	410	1,023	728

() Indicates number of ARL libraries included.
Canadian salaries expressed in U.S. dollars.

Region	*No. of libs.*	*ARL University Libraries Included*	*States/Provinces Included*
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL CANADIAN UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Experience
Institution	FY 1990	FY 1990r	FY 1991	FY 1990r	FY 1991	FY 1990r	FY 1990	FY 1990
Alberta	69	$46,761	$50,852	$47,052	$51,559	$28,814	$30,754	11.7
British Columbia	82	51,869	56,391	50,866	54,489	30,931	32,580	18.1
Guelph	31	51,831	55,946	51,600	55,096	26,600	27,995	17.8
Laval	69	51,679	54,611	51,404	54,041	29,469	30,891	18.9
McGill	62	48,365	51,793	47,017	49,149	28,950	28,950	15.2
McMaster	33	45,947	49,525	46,284	49,343	26,916	29,498	15.4
Manitoba	49	46,248	44,978	46,334	45,240	23,636	23,636	16.3
Queen's	38	42,322	45,518	40,125	44,249	26,990	29,525	15.1
Saskatchewan	33	47,388	49,054	49,173	49,173	26,491	27,418	15.6
Toronto	134	49,525	53,353	52,042	55,998	27,500	29,200	18.2
Waterloo	44	46,387	50,637	44,272	49,376	28,373	29,820	15.0
Western Ontario	40	44,489	48,913	43,993	47,713	29,880	32,690	16.0
York	44	58,700	57,685	60,824	60,768	28,990	30,910	17.6

r - Figures revised from 1989 survey.
Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1991

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director		13	8	5	$93,460	$91,234	$ 97,022
2. Associate Director		24	12	10	72,291	72,010	72,628
3. Assistant Director		18	13	5	69,197	69,754	67,751
4. Branch Head		65	21	44	55,185	55,940	54,824
5. Subject Specialist		65	32	33	51,617	52,196	51,056
6. Functional Specialist		50	22	28	52,965	52,987	52,948
7. Dept. Head:	Reference	12	4	8	56,054	61,454	53,354
8.	Cataloging	14	4	10	60,526	61,766	60,030
9.	Acquisition	13	5	8	59,536	62,034	57,974
10.	Serials	5	0	5	52,845	N/A	52,845
11.	Documents/Maps	13	5	8	57,580	53,516	60,120
12.	Circulation	9	4	5	56,085	55,343	56,679
13.	Special Coll'n.	11	5	6	56,152	54,402	57,610
14.	Computer	6	4	2	63,320	*	*
15.	Other	53	20	33	53,970	54,863	53,430
16. Reference:	Over 15 yrs. exp.	79	24	55	52,142	52,225	52,092
17.	10 - 15 yrs. exp.	34	9	25	44,909	43,688	45,291
18.	5 - 10 yrs. exp.	33	6	27	39,882	40,405	39,757
19.	Under 5 yrs. exp.	25	5	20	33,918	35,099	33,571
20. Catalog:	Over 15 yrs. exp.	78	25	53	51,402	51,288	51,456
21.	10 - 15 yrs. exp.	17	4	13	44,824	43,989	56,196
22.	5 - 10 yrs. exp.	20	6	14	39,591	*	*
23.	Under 5 yrs. exp.	8	1	7	48,591	*	*
24. Other:	Over 15 yrs. exp.	31	8	23	53,174	56,188	51,989
25.	10 - 15 yrs. exp.	14	4	10	44,461	43,929	44,594
26.	5 - 10 yrs. exp.	10	2	8	39,319	*	*
27.	Under 5 yrs. exp.	10	0	10	36,189	N/A	36,189
All Positions		**728**	**253**	**475**	**$52,746**	**$55,560**	**$51,202**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	13	8	5	20.7	19.4	22.8
2. Associate Director	22	12	10	23.3	23.5	23.1
3. Assistant Director	18	13	5	22.4	23.5	19.6
4. Branch Head	65	21	44	17.9	18.4	17.6
5. Subject Specialist	65	32	33	18.3	19.6	17.1
6. Functional Specialist	50	22	28	16.3	17.1	15.7
7. Dept. Head: Reference	12	4	8	15.8	21.5	12.9
8. Cataloging	14	4	10	19.9	22.3	18.9
9. Acquisition	13	5	8	17.9	18.0	17.9
10. Serials	5	0	5	18.2	N/A	18.2
11. Doc./Maps	13	5	8	20.9	16.2	23.5
12. Circulation	9	4	5	16.3	17.8	15.2
13. Spec. Coll'n.	11	5	6	17.6	15.4	19.5
14. Computer	6	4	2	18.2	21.5	11.5
15. Other	53	20	33	17.5	18.6	16.8
16. Reference	171	44	127	13.9	15.3	13.5
17. Catalog	123	36	87	16.9	17.9	16.5
18. Other	65	14	51	15.0	15.1	14.2
All Positions	**728**	**253**	**475**	**16.8**	**18.4**	**15.9**

Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
N/A - No positions reported in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1991

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	44	7	37	6.0	$33,854	$36,773	$33,302
2. 4 - 7 years	67	16	51	9.2	41,215	41,849	41,016
3. 8 - 11 years	85	22	63	11.8	46,395	46,057	46,513
4. 12 - 15 years	115	38	77	16.2	51,808	53,403	52,873
5. 16 - 19 years	118	46	72	16.6	54,209	56,301	52,873
6. 20 - 23 years	156	63	93	21.9	58,717	59,940	57,888
7. 24 - 27 years	93	40	53	12.9	59,877	59,522	60,145
8. 28 - 31 years	33	15	18	4.5	61,548	62,894	60,427
9. 32 - 35 years	11	4	7	1.5	62,627	69,613	59,134
10. Over 35 years	6	2	4	0.8	65,251	*	*
All Positions	**728**	**253**	**475**	**100.0**	**$52,746**	**$55,650**	**$51,202**

Salaries expressed in Canadian dollars.
Excludes Canadian Law and Medical libraries.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1991

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	2	*	*	$21,500	13.5
Alberta	6	$36,001	$33,782	26,154	8.5
Arizona	14	35,176	37,009	23,000	14.1
Boston University	8	33,835	32,503	22,975	12.1
British Columbia (D)	17	46,218	46,108	27,638	18.8
California, Davis	9	41,123	36,732	27,360	12.1
California, Irvine	10	45,563	46,572	27,360	14.3
California, Los Angeles	22	46,286	44,964	27,360	13.9
California, San Diego	11	45,096	46,572	27,360	17.4
Case Western Reserve	16	33,005	33,000	20,000	15.4
Cincinnati	14	35,400	33,976	20,475	14.7
Columbia	11	41,917	37,625	27,500	13.0
Connecticut	14	36,810	36,000	27,000	9.1
Dartmouth	6	33,820	33,853	24,000	13.3
Duke	15	34,182	30,550	23,800	14.5
Emory	14	31,399	30,870	21,000	17.9
Florida	18	32,702	31,538	24,000	14.8
Georgetown	12	36,739	32,500	27,500	8.7
Harvard	22	39,370	36,235	26,400	12.4
Howard	6	39,402	41,463	23,993	18.3
Illinois, Chicago	26	34,745	31,000	23,000	13.0
Iowa	7	35,289	33,993	22,430	14.7
Johns Hopkins	19	41,071	36,947	26,348	11.9
Kansas	10	29,359	28,895	20,000	7.0
Kentucky	10	34,909	34,218	22,000	14.1
McGill (D)	9	41,487	38,678	24,619	15.8
McMaster (D)	9	37,478	37,125	25,085	10.6
Manitoba (D)	5	30,672	30,928	20,100	19.0
Miami	10	37,966	37,650	26,000	25.0
Michigan	8	34,752	33,305	26,000	14.0
Minnesota	12	36,426	36,015	24,000	14.1

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1991

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Missouri	9	$25,133	$24,329	$21,000	10.8
Nebraska	13	34,926	33,464	20,000	13.0
New Mexico	10	33,915	33,750	24,000	12.3
New York University	16	42,863	40,040	28,000	20.1
North Carolina	25	34,816	34,150	21,700	11.7
Northwestern	12	28,641	26,623	23,500	8.8
Ohio State	9	30,030	28,380	23,160	7.2
Oklahoma	9	28,190	27,152	20,000	11.9
Oklahoma State	3	*	*	20,800	15.0
Pennsylvania	12	33,216	33,425	25,000	14.8
Pennsylvania State	5	33,240	31,170	24,000	14.6
Pittsburgh	21	31,776	30,096	23,000	11.5
Queen's (D)	6	37,452	35,738	25,108	16.0
Rochester	13	26,830	27,432	21,000	14.1
Saskatchewan (D)	2	*	*	23,317	8.5
South Carolina	6	31,144	29,186	23,500	11.2
Southern Illinois	7	34,607	32,518	24,000	12.1
Stanford	13	42,147	38,182	29,800	15.9
SUNY-Buffalo	16	35,182	34,040	23,400	11.2
Temple	10	33,409	35,566	22,000	14.9
Toronto (D)	15	42,160	44,614	24,832	17.0
Tulane	6	28,170	26,500	22,050	19.7
Utah	8	28,405	26,400	20,000	14.3
Vanderbilt	11	33,870	32,600	22,000	13.9
Virginia	14	32,823	30,400	24,000	8.9
Washington	20	32,707	33,432	22,000	12.2
Washington, St. Louis	16	33,554	31,500	23,000	18.6
Wayne State	5	38,197	37,218	26,000	12.0
Western Ontario	6	35,558	34,477	27,800	12.8
Wisconsin	18	34,363	33,252	23,996	14.6
Yale	13	36,554	33,348	27,300	12.2

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 28,000 and over
2 - 27,000-27,999
3 - 26,000-26,999
4 - 25,000-25,999
5 - 24,000-24,999
6 - 23,000-23,999
7 - 22,000-22,999
8 - 21,000-21,999
9 - below 21,000

Group	Rank	Institution	Salary
1	1	Stanford	$29,800
	2	New York University	28,000
2	3	Western Ontario	27,800
	4	British Columbia	27,638
	5	Columbia	27,500
	5	Georgetown	27,500
	7	California, Davis	27,360
	7	California, Irvine	27,360
	7	California, Los Angeles	27,360
	7	California, San Diego	27,360
	11	Yale	27,300
	12	Connecticut	27,000
3	13	Harvard	26,400
	14	Johns Hopkins	26,348
	15	Alberta	26,154
	16	Miami	26,000
	16	Michigan	26,000
	16	Wayne State	26,000
4	19	Queen's	25,108
	20	McMaster	25,085
	21	Pennsylvania	25,000
5	22	Toronto	24,832
	23	McGill	24,619
	24	Dartmouth	24,000
	24	Florida	24,000
	24	Minnesota	24,000
	24	New Mexico	24,000
	24	Pennsylvania State	24,000
	24	Southern Illinois	24,000
	24	Virginia	24,000
6	31	Wisconsin	$23,996
	32	Howard	23,993
	33	Duke	23,800
	34	Northwestern	23,500
	34	South Carolina	23,500
	36	SUNY-Buffalo	23,400
	37	Saskatchewan	23,317
	38	Ohio State	23,160
	39	Arizona	23,000
	39	Illinois, Chicago	23,000
	39	Pittsburgh	23,000
	39	Washington, St. Louis	23,000
7	43	Boston University	22,975
	44	Iowa	22,430
	45	Tulane	22,050
	46	Kentucky	22,000
	46	Temple	22,000
	46	Vanderbilt	22,000
	46	Washington	22,000
8	50	North Carolina	21,700
	51	Alabama	21,500
	52	Emory	21,000
	52	Missouri	21,000
	52	Rochester	21,000
9	55	Oklahoma State	20,800
	56	Cincinnati	20,475
	57	Manitoba	20,100
	58	Case Western	20,000
	58	Kansas	20,000
	58	Nebraska	20,000
	58	Oklahoma	20,000
	58	Utah	20,000

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1990.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 46,000 and over	6 - 33,000-33,999
2 - 40,000-45,999	7 - 31,000-32,999
3 - 37,000-39,999	8 - 29,000-30,999
4 - 36,000-36,999	9 - 27,000-28,999
5 - 34,000-35,999	10 - below 27,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Irvine	$46,572	6	32	Washington	$33,432
	1	California, San Diego	46,572		33	Pennsylvania	33,425
	3	British Columbia	46,108		34	Yale	33,348
					35	Michigan	33,305
2	4	California, Los Angeles	44,964		36	Wisconsin	33,252
	5	Toronto	44,614		37	Case Western	33,000
	6	Howard	41,463				
	7	New York University	40,040	7	38	Vanderbilt	32,600
					39	Southern Illinois	32,518
3	8	McGill	38,678		40	Boston University	32,503
	9	Stanford	38,182		41	Georgetown	32,500
	10	Miami	37,650		42	Alabama	32,489
	11	Columbia	37,625		43	Florida	31,538
	12	Wayne State	37,218		44	Washington, St. Louis	31,500
	13	McMaster	37,125		45	Pennsylvania State	31,170
	14	Arizona	37,009		46	Illinois, Chicago	31,000
4	15	Johns Hopkins	36,947	8	47	Manitoba	30,928
	16	California, Davis	36,732		48	Emory	30,870
	17	Harvard	36,235		49	Duke	30,550
	18	Minnesota	36,015		50	Virginia	30,400
	19	Connecticut	36,000		51	Pittsburgh	30,096
					52	Saskatchewan	29,729
5	20	Queen's	35,738		53	South Carolina	29,186
	21	Temple	35,566				
	22	Western Ontario	34,477	9	54	Kansas	28,895
	23	Kentucky	34,218		55	Ohio State	28,380
	24	North Carolina	34,150		56	Rochester	27,432
	25	SUNY-Buffalo	34,040		57	Oklahoma State	27,300
					58	Oklahoma	27,152
6	26	Iowa	33,993				
	27	Cincinnati	33,976	10	59	Northwestern	26,623
	28	Dartmouth	33,853		60	Tulane	26,500
	29	Alberta	33,781		61	Utah	26,400
	30	New Mexico	33,750		62	Missouri	24,329
	31	Nebraska	33,464				

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1990.
Salaries of directors are not included in the calculation of medians.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 43,000 and over	6 - 34,000-34,999
2 - 40,000-42,999	7 - 33,000-33,999
3 - 37,000-39,999	8 - 31,000-32,999
4 - 36,000-36,999	9 - 28,000-30,999
5 - 35,000-35,999	10 - below 28,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Los Angeles	$46,286	6	32	Illinois, Chicago	$34,745
	2	British Columbia	46,218		33	Southern Illinois	34,607
	3	California, Irvine	45,563		34	Wisconsin	34,363
	4	California, San Diego	45,096		35	Duke	34,182
2	5	New York University	42,863	7	36	New Mexico	33,915
	6	Toronto	42,160		37	Vanderbilt	33,870
	7	Stanford	42,147		38	Boston University	33,835
	8	Columbia	41,917		39	Dartmouth	33,820
	9	McGill	41,487		40	Washington, St. Louis	33,554
	10	California, Davis	41,123		41	Temple	33,409
	11	Johns Hopkins	41,071		42	Pennsylvania State	33,240
					43	Pennsylvania	33,216
3	12	Howard	39,402		44	Case Western	33,005
	13	Harvard	39,370				
	14	Wayne State	38,197	8	45	Virginia	32,823
	15	Miami	37,966		46	Washington	32,707
	16	McMaster	37,478		47	Florida	32,702
	17	Queen's	37,452		48	Alabama	32,489
					49	Pittsburgh	31,776
4	18	Connecticut	36,810		50	Emory	31,399
	19	Georgetown	36,739		51	South Carolina	31,144
	20	Yale	36,554				
	21	Minnesota	36,426	9	52	Manitoba	30,672
	22	Alberta	36,001		53	Ohio State	30,030
					54	Saskatchewan	29,729
5	23	Western Ontario	35,558		55	Kansas	29,359
	24	Cincinnati	35,400		56	Northwestern	28,641
	25	Iowa	35,289		57	Utah	28,405
	26	SUNY-Buffalo	35,182		58	Oklahoma	28,190
	27	Arizona	35,176		59	Tulane	28,170
6	28	Nebraska	34,926	10	60	Oklahoma State	27,300
	29	Kentucky	34,909		61	Rochester	26,830
	30	North Carolina	34,816		62	Missouri	25,133
	31	Michigan	34,752				

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1990.
Salaries of directors are not included in the calculation of averages.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	60	20	40	$69,908	$71,076	$69,325
2. Associate Director	26	7	19	50,357	50,973	50,131
3. Assistant Director	24	6	18	44,524	44,166	44,643
4. Head, Medical Branch	24	6	18	41,699	44,912	40,627
5. Subject Specialist	19	3	16	34,629	*	*
6. Functional Specialist	41	15	26	33,492	34,694	32,799
7. Dept. Head: Reference	33	2	31	38,746	*	*
8. Cataloging	23	5	18	35,478	40,141	34,183
9. Acquisition	15	2	13	36,083	*	*
10. Serials	13	0	13	31,407	N/A	31,407
11 Doc./Map	1	0	1	38,900	N/A	*
12 Circulation	17	2	15	33,193	*	*
13. Special Coll'n.	8	3	5	39,002	*	*
14. Computer	7	3	4	41,098	*	*
15. Other	78	24	54	41,354	42,309	40,930
16. Reference: Over 15 yrs. exp.	66	11	55	37,876	37,718	37,907
17. 10 - 15 yrs. exp.	38	7	31	34,248	34,257	34,246
18. 5 - 10 yrs. exp.	67	10	57	30,911	30,859	30,920
19. Under 5 yrs. exp.	57	10	47	27,302	28,168	27,118
20. Catalog: Over 15 yrs. exp.	9	2	7	35,984	*	*
21. 10 - 15 yrs. exp.	8	1	7	30,035	*	*
22. 5 - 10 yrs. exp.	14	3	11	28,693	*	*
23. Under 5 yrs. exp.	5	0	5	28,509	N/A	28,509
24. Other: Over 15 yrs. exp.	22	8	14	40,335	40,114	40,445
25. 10 - 15 yrs. exp.	20	5	15	31,548	30,580	31,871
26. 5 - 10 yrs. exp.	15	0	15	30,239	N/A	30,239
27. Under 5 yrs. exp.	11	5	6	29,101	31,381	27,201
All Positions	**721**	**160**	**561**	**$38,704**	**$41,877**	**$37,799**

* - Salary information is not published when fewer than 4 individuals are involved.
N/A - No positions were reported in this category.

TABLE 34: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	60	20	40	23.3	25.1	22.3
2. Associate Director	26	7	19	19.7	15.4	21.3
3. Assistant Director	24	6	18	18.0	15.2	18.9
4. Head, Medical Branch	24	6	18	17.8	22.0	16.4
5. Subject Specialist	19	3	16	14.9	10.3	15.7
6. Functional Specialist	41	15	26	8.4	10.7	7.0
7. Dept. Head: Reference	33	2	31	13.9	17.5	13.7
8. Cataloging	23	5	18	15.9	18.0	15.3
9. Acquisition	15	2	13	13.3	13.0	13.3
10. Serials	13	0	13	13.5	N/A	13.5
11 Doc./Map	1	0	1	22.0	N/A	22.0
12 Circulation	17	2	15	10.2	10.5	10.2
13. Special Coll'n.	8	3	5	16.3	15.0	17.0
14. Computer	7	3	4	9.0	5.7	11.5
15. Other	78	24	54	15.4	16.9	14.8
16. Public Services	43	9	34	11.7	13.3	11.3
17. Technical Services	15	3	12	11.3	16.0	10.1
18. Administrative Services	10	6	4	14.6	10.5	20.8
19. Reference	228	38	190	10.9	10.6	10.0
20. Cataloging	36	6	30	10.8	12.2	10.5
All Positions	**721**	**160**	**561**	**13.7**	**14.8**	**13.4**

N/A - No positions were reported in this category.

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1991

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	82	18	64	11.4	$27,650	$28,840	$27,315
2. 4 - 7 years	126	25	101	17.5	31,122	33,696	30,484
3. 8 - 11 years	118	24	94	16.5	34,468	35,296	34,256
4. 12 - 15 years	111	20	91	15.4	36,926	37,890	36,715
5. 16 - 19 years	117	31	86	16.2	44,332	45,219	44,012
6. 20 - 23 years	69	10	59	9.6	45,445	49,612	44,738
7. 24 - 27 years	45	16	29	6.2	52,283	58,061	49,095
8. 28 - 31 years	25	5	20	3.5	56,500	66,430	54,018
9. 32 - 35 years	11	7	4	1.5	54,874	51,277	61,167
10. Over 35 years	17	4	13	2.4	50,598	53,999	49,551
All Positions	**721**	**160**	**561**	**100.0**	**$38,705**	**$41,877**	**$37,800**

Canadian salaries converted to U.S. dollars.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1991

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	6	$30,085	$30,311	$20,000	9.5
Alberta (D)	4	41,020	41,378	26,154	16.0
Arizona	6	34,748	35,189	22,800	15.7
Arizona State	7	40,589	40,432	25,000	16.6
Boston University	10	37,739	35,500	29,000	9.5
British Columbia (D)	3	*	*	27,638	23.3
California, Berkeley	14	46,384	41,976	27,360	13.1
California, Davis	6	56,161	63,237	27,360	16.8
California, Los Angeles	10	44,740	44,964	27,360	11.2
Case Western Reserve	10	28,900	27,000	21,000	8.8
Cincinnati	8	29,974	27,000	20,475	12.6
Colorado	7	31,415	29,444	24,000	9.4
Columbia	14	40,958	39,051	27,500	10.6
Connecticut	7	42,197	41,207	30,000	10.1
Cornell	7	34,603	32,450	22,200	12.3
Duke	9	35,923	34,467	23,800	9.3
Emory	7	34,618	33,920	21,000	13.0
Florida	11	35,910	35,150	24,000	15.5
Florida State	8	34,224	34,649	20,000	11.1
Georgetown	20	41,839	38,300	27,000	12.0
Georgia	7	35,722	34,566	21,000	25.3
Harvard	35	44,743	43,924	26,400	12.1
Hawaii	4	32,372	34,020	29,076	16.8
Houston	11	30,995	28,789	22,000	13.8
Howard	6	32,650	30,093	23,993	13.5
Illinois, Urbana	6	30,086	30,070	23,000	15.2
Indiana	6	36,343	35,000	24,500	8.5
Iowa	13	36,856	35,000	22,430	10.6
Kansas	5	28,798	29,490	19,500	13.6
Kentucky	4	31,607	29,300	22,000	12.0
Louisiana State	10	33,019	30,252	20,000	13.5
McGill (D)	5	41,772	41,615	24,619	15.6
Manitoba (D)	3	*	*	20,100	7.7
Maryland	11	39,393	35,530	22,177	11.8
Miami	15	31,748	29,925	26,000	8.0
Michigan	11	39,393	35,530	27,000	11.8

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1991

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Minnesota	12	$38,274	$35,952	$24,000	10.0
Missouri	5	26,422	27,058	21,000	12.4
Nebraska	4	33,083	32,050	21,000	8.0
New Mexico	3	*	*	24,000	17.7
New York University	18	43,932	39,550	34,000	9.1
North Carolina	8	32,420	26,116	20,500	12.9
Northwestern	8	39,719	36,700	23,500	17.1
Notre Dame	8	38,046	36,700	23,000	11.3
Ohio State	9	34,035	33,000	23,160	9.1
Oklahoma	6	24,222	22,900	20,100	6.3
Oregon	4	30,276	26,188	22,000	10.3
Pennsylvania	15	36,513	34,663	25,000	10.7
Pittsburgh	6	33,150	33,750	23,000	9.7
Queen's (D)	4	36,411	38,672	25,108	14.5
Saskatchewan (D)	2	*	*	23,317	16.5
South Carolina	7	32,315	32,418	25,000	15.3
Southern Illinois	6	41,753	40,804	26,500	14.2
Stanford	9	45,801	45,804	29,800	22.1
SUNY - Buffalo	10	35,034	37,445	23,000	10.4
Syracuse	4	28,473	28,000	22,500	7.5
Temple	8	30,418	26,623	20,500	15.3
Tennessee	5	38,032	35,631	21,000	18.4
Texas	23	30,611	27,847	24,000	13.1
Toronto (D)	6	38,487	39,449	24,832	11.3
Tulane	9	32,145	30,998	22,050	11.8
Utah	6	30,260	30,000	23,000	8.5
Vanderbilt	8	36,360	32,450	22,000	14.9
Virginia	14	36,962	36,900	24,000	12.3
Washington	10	37,325	33,336	30,000	16.1
Washington, St. Louis	7	30,079	28,088	21,500	9.7
Wayne State	6	34,472	35,528	26,000	12.3
Western Ontario (D)	2	*	*	27,800	20.0
Wisconsin	12	33,092	30,370	23,996	10.9
Yale	13	41,877	39,578	27,300	16.2
York (D)	7	44,399	45,075	26,286	13.9

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.
D - Canadian salaries expressed in U.S. dollars.

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	6 - 24,000-24,999
2 - 28,000-29,999	7 - 23,000-23,999
3 - 27,000-27,999	8 - 22,000-22,999
4 - 26,000-26,999	9 - 21,000-21,999
5 - 25,000-25,999	10 - below 21,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	New York University	$34,000	7	35	Wisconsin	$23,996
	2	Connecticut	30,000		36	Howard	23,993
	2	Washington	30,000		37	Northwestern	23,500
					38	SUNY-Buffalo	23,400
2	4	Stanford	29,800		39	Saskatchewan	23,317
	5	Hawaii	29,076		40	Ohio State	23,160
	6	Boston University	29,000		41	Illinois, Urbana	23,000
					41	Notre Dame	23,000
3	7	Western Ontario	27,800		41	Pittsburgh	23,000
	8	British Columbia	27,638		41	Utah	23,000
	9	Columbia	27,500				
	10	California, Berkeley	27,360	8	45	Arizona	22,800
	10	California, Davis	27,360		46	Syracuse	22,500
	10	California, Los Angeles	27,360		47	Iowa	22,430
	13	Yale	27,300		48	Cornell	22,200
	14	Georgetown	27,000		49	Maryland	22,177
	14	Michigan	27,000		50	Tulane	22,050
					51	Houston	22,000
4	16	Southern Illinois	26,500		51	Kentucky	22,000
	17	Harvard	26,400		51	Oregon	22,000
	18	York	26,286		51	Vanderbilt	22,000
	19	Alberta	26,154				
	20	Miami	26,000	9	55	Washington, St. Louis	21,500
	20	Wayne State	26,000		56	Case Western	21,000
					56	Emory	21,000
5	22	Queen's	25,108		56	Georgia	21,000
	23	Arizona State	25,000		56	Missouri	21,000
	23	Pennsylvania	25,000		56	Nebraska	21,000
	23	South Carolina	25,000		56	Tennessee	21,000
6	26	Toronto	24,832	10	62	North Carolina	20,500
	27	McGill	24,619		62	Temple	20,500
	28	Indiana	24,500		64	Cincinnati	20,475
	29	Colorado	24,000		65	Manitoba	20,100
	29	Florida	24,000		65	Oklahoma	20,100
	29	Minnesota	24,000		67	Alabama	20,000
	29	New Mexico	24,000		67	Florida State	20,000
	29	Texas	24,000		67	Louisiana State	20,000
	29	Virginia	24,000		70	Kansas	19,500

Canadian salaries expressed in U.S. dollars. Figures reported as of September 1, 1990.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 33,000-34,999
2 - 42,000-46,999	7 - 30,000-32,999
3 - 40,000-41,999	8 - 28,000-29,999
4 - 37,000-39,999	9 - 26,000-27,999
5 - 35,000-36,999	10 - below 26,000

Group	Rank	Institution	Salary
1	1	California, Davis	$63,237
2	2	British Columbia	46,763
	3	Stanford	45,804
	4	York	45,075
	5	California, Los Angeles	44,964
	6	Harvard	43,924
3	7	California, Berkeley	41,976
	8	Western Ontario	41,882
	9	McGill	41,615
	10	Alberta	41,378
	11	Connecticut	41,207
	12	Southern Illinois	40,804
	13	Arizona State	40,432
4	14	Yale	39,578
	15	New York University	39,550
	16	Toronto	39,449
	17	Columbia	39,051
	18	Queen's	38,672
	19	Georgetown	38,300
	20	SUNY-Buffalo	37,445
	21	Saskatchewan	37,393
5	22	Virginia	36,900
	23	Northwestern	36,700
	23	Notre Dame	36,700
	25	Minnesota	35,952
	26	New Mexico	35,826
	27	Tennessee	35,631
	28	Maryland	35,530
	28	Michigan	35,530
	30	Wayne State	35,528
	31	Boston University	35,500
	32	Arizona	35,189
	33	Florida	35,150
	34	Indiana	35,000
	34	Iowa	35,000
6	36	Pennsylvania	$34,663
	37	Florida State	34,649
	38	Georgia	34,566
	39	Duke	34,467
	40	Hawaii	34,020
	41	Emory	33,920
	42	Pittsburgh	33,750
	43	Washington	33,336
	44	Ohio State	33,000
7	45	Cornell	32,450
	45	Vanderbilt	32,450
	47	South Carolina	32,418
	48	Nebraska	32,050
	49	Tulane	30,998
	50	Wisconsin	30,370
	51	Alabama	30,311
	52	Louisiana State	30,252
	53	Howard	30,093
	54	Illinois, Urbana	30,070
	55	Utah	30,000
8	56	Miami	29,925
	57	Kansas	29,490
	58	Colorado	29,444
	59	Kentucky	29,300
	60	Houston	28,789
	61	Manitoba	28,666
	62	Washington, St. Louis	28,088
	63	Syracuse	28,000
9	64	Texas	27,847
	65	Missouri	27,058
	66	Case Western	27,000
	66	Cincinnati	27,000
	68	Temple	26,623
	69	Oregon	26,188
	70	North Carolina	26,116
10	71	Oklahoma	22,900

Canadian salaries expressed in U.S. dollars. Figures reported as of September 1, 1990.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 46,000 and over	6 - 34,000-35,999
2 - 43,000-45,999	7 - 32,000-33,999
3 - 41,000-42,999	8 - 30,000-31,999
4 - 38,000-40,999	9 - 28,000-29,999
5 - 36,000-37,999	10 - below 28,000

Group	Rank	Institution	Salary
1	1	California, Davis	$56,161
	2	British Columbia	46,763
	3	California, Berkeley	46,384
2	4	Stanford	45,801
	5	Harvard	44,743
	6	California, Los Angeles	44,740
	7	York	44,399
	8	New York University	43,932
3	9	Connecticut	42,197
	10	Western Ontario	41,882
	11	Yale	41,877
	12	Georgetown	41,839
	13	McGill	41,772
	14	Southern Illinois	41,753
	15	Alberta	41,020
4	16	Columbia	40,958
	17	Arizona State	40,589
	18	Northwestern	39,719
	19	Maryland	39,393
	19	Michigan	39,393
	21	Toronto	38,487
	22	Minnesota	38,274
	23	Notre Dame	38,046
	24	Tennessee	38,032
5	25	Boston University	37,739
	26	Saskatchewan	37,393
	27	Washington	37,325
	28	Virginia	36,962
	29	Iowa	36,856
	30	Pennsylvania	36,513
	31	Queen's	36,411
	32	Vanderbilt	36,360
	33	Indiana	36,343
6	34	Duke	35,923
	35	Florida	35,910
	36	New Mexico	35,826
6	37	Georgia	$35,722
	38	SUNY-Buffalo	35,034
	39	Arizona	34,748
	40	Emory	34,618
	41	Cornell	34,603
	42	Wayne State	34,472
	43	Florida State	34,224
	44	Ohio State	34,035
7	45	Pittsburgh	33,150
	46	Wisconsin	33,092
	47	Nebraska	33,083
	48	Louisiana State	33,019
	49	Howard	32,650
	50	North Carolina	32,420
	51	Hawaii	32,372
	52	South Carolina	32,315
	53	Tulane	32,145
8	54	Miami	31,748
	55	Kentucky	31,607
	56	Colorado	31,415
	57	Houston	30,995
	58	Texas	30,611
	59	Temple	30,418
	60	Oregon	30,276
	61	Utah	30,260
	62	Illinois, Urbana	30,086
	63	Alabama	30,085
	64	Washington, St. Louis	30,079
9	65	Cincinnati	29,974
	66	Case Western	28,900
	67	Kansas	28,978
	68	Manitoba	28,666
	69	Syracuse	28,473
10	70	Missouri	26,422
	71	Oklahoma	24,222

Canadian salaries expressed in U.S. dollars. Figures reported as of September 1, 1990.
Salaries of directors are not included in the calculation of average salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1991

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	70	41	29	$80,715	$84,465	$75,413
2. Associate Director	32	11	21	47,831	48,495	47,483
3. Assistant Director	31	11	20	46,428	42,594	48,537
4. Branch	2	1	1	42,531	*	*
5. Subject Specialist	16	4	12	38,656	39,632	38,330
6. Functional Specialist	31	17	14	34,181	31,701	37,193
7. Dept. Head: Reference	28	11	17	39,785	39,812	39,767
8. Cataloging	34	3	31	36,522	*	*
9. Acquisitions	22	5	17	38,079	39,711	37,598
10. Serials	5	1	4	31,754	*	*
11. Documents	10	1	9	31,687	*	*
12. Circulation	28	4	24	32,257	26,257	33,160
13. Special Coll'n.	4	2	2	38,989	*	*
14. Computer	9	5	4	36,324	35,264	37,648
15. Other	57	20	38	42,042	44,933	40,479
16. Reference: Over 15 yrs. exp.	26	15	11	39,454	38,121	41,272
17. 10 - 15 yrs. exp.	22	7	15	35,808	39,339	34,160
18. 5 - 10 yrs. exp.	24	4	20	34,508	30,868	35,236
19. Under 5 yrs. exp.	53	18	35	31,085	30,394	31,441
20. Catalog: Over 15 yrs. exp.	24	4	20	34,227	37,436	33,586
21. 10 - 15 yrs. exp.	11	3	8	34,328	*	*
22. 5 - 10 yrs. exp.	12	1	11	28,764	*	*
23. Under 5 yrs. exp.	19	6	13	30,169	29,889	30,299
24. Other: Over 15 yrs. exp.	11	2	9	41,053	*	*
25. 10 - 15 yrs. exp.	12	1	11	33,756	*	*
26. 5 - 10 yrs. exp.	9	2	7	34,595	*	*
27. Under 5 yrs. exp.	9	4	5	28,444	28,830	28,136
All Positions	**611**	**204**	**407**	**$42,005**	**$47,007**	**$39,498**

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 41: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	70	41	29	20.6	21.3	19.6
2. Associate Director	32	11	21	16.0	17.5	15.2
3. Assistant Director	31	11	20	16.8	13.0	18.9
4. Head, Branch	2	1	1	25.0	39.0	11.0
5. Subject Specialist	16	4	12	12.2	15.3	11.2
6. Functional Specialist	31	17	14	8.6	6.8	10.9
7. Dept. Head: Reference	28	11	17	12.1	11.8	12.3
8. Cataloging	34	3	31	12.9	7.7	13.5
9. Acquisitions	22	5	17	13.5	12.8	13.7
10. Serials	5	1	4	3.0	2.0	3.3
11. Documents	10	1	9	12.2	2.0	13.3
12. Circulation	28	4	24	8.8	3.8	9.6
13. Special Coll'n.	4	2	2	8.5	7.0	10.0
14. Computer	9	5	4	10.6	9.0	12.5
15. Other	57	20	38	13.6	13.7	13.6
16. Public Services	17	6	11	9.1	8.3	9.5
17. Technical Services	16	3	13	10.8	9.3	11.2
18. Administrative Services	8	0	8	11.0	N/A	11.0
19. Reference	125	44	81	8.9	11.1	7.7
20. Cataloging	66	14	52	11.2	11.1	11.2
All Positions	**611**	**204**	**407**	**12.5**	**13.3**	**12.0**

Canadian salaries expressed in U.S. dollars.
N/A - No positions reported in this category.

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1991

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	95	34	61	15.5	$29,031	$28,610	$29,265
2. 4 - 7 years	93	33	60	15.2	33,840	33,167	34,211
3. 8 - 11 years	108	28	80	17.7	37,558	42,577	35,801
4. 12 - 15 years	111	35	76	18.2	43,799	49,760	41,054
5. 16 - 19 years	87	21	66	14.2	48,917	63,056	44,418
6. 20 - 23 years	65	22	43	10.6	51,827	57,883	48,728
7. 24 - 27 years	24	14	10	3.9	59,646	55,456	65,512
8. 28 - 31 years	14	9	5	2.8	63,864	77,726	38,913
9. 32 - 35 years	3	3	0	0.5	*	*	*
10. Over 35 years	11	5	6	1.8	70,581	79,775	62,920
All Positions	**611**	**204**	**407**	**100.0**	**$42,005**	**$47,007**	**$39,498**

Canadian salaries converted to U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL SALARY SURVEY 1990

Questionnaires and Instructions

ARL SALARY SURVEY 1990

University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc. Please note the existence of five **optional categories** that were not used in last year's survey.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 123 or Microsoft Excel. See "Instructions for Data Inputters" for each software package. Please do NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We are not accepting data in WordPerfect format this year, because of problems loading it into our programs. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in correctly labeled columns, you may submit a print-out of that document in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.

6. The salary figures should be straight gross salary figures. Do not include fringe benefits.

7. Salary figures should be reported in digits only; do not use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salaries, years of experience) should be rounded to the nearest whole number.

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file. This file will be the basis of your institution's salary report next year. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1990. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the datafile. **Be sure to keep a complete copy of your return, including the diskette, for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1989-90, as well as the current fiscal year, 1990-91. Please note that, unlike last year, you do not need to report the salary figures for the previous year (1989-90) *unless* there has been substantial revision.

2. Please include the Beginning Professional Salary, Median Salary and Average Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1989-90 figures were included in the published Survey.

3. **Question 1.** The Beginning Professional Salary is the salary that would be paid to a newly-hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

   a) Please consult the published survey for 1989. Was the reported figure for Beginning Professional Salary accurate for the fiscal year **1989-90**, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

   b) Please report the **1990-91** Beginning Professional Salary to the best of your knowledge as of July 1, 1990. Do not delay returning your survey in the expectation that more information will be available later; revisions can be reported next year.

4. **Question 2.** The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them. The salary of the library director should not be included in the determination of the median.

   Your library's Median Professional Salary for 1989-90 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the **1989-90** salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1989-90 median salary in your library) please supply an updated figure.

5. **Question 3.** The Average Salary is calculated from the total of all professional salaries in the institution. If the **1989-90** salaries in your institution were substantially revised since last year's survey, please calculate and report a revised figure. Do not include the salary of the director when calculating the average.

6. The 1990-91 Average and Median Salary figures will be calculated by ARL.

7. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1989-90. Information on sex, minority status, rank, and years of experience is requested for filled positions. In addition, this year optional data is requested including year of birth, education, more detailed position codes, and years of experience in the reporting library. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed form. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in Lotus 123 or Microsoft Excel formats. They are labeled as follows (xxxxx = library identification number; see label on the enclosed diskette):

	Lotus 1-2-3	Excel
General	ARLxxxxx.WKS	ARLxxxxx.X1
Law	LAWxxxxx.WKS	LAWxxxxx.X1
Medical	MEDxxxxx.WKS	MEDxxxxx.X1

The files contain empty worksheets with columns labelled as follows:

Name/ID# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank

YrBirth JobAdd LibDeg OtherDeg YrsLib

The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. Please do not alter any formats, page or line numbers; please do not submit data using word processing software (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file. This file will be the basis of your institution's salary report next year. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries as of July 1, 1990. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. Position Code (Job). The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes. An asterisk indicates that there are additional subcodes to be entered for that position; see "Instructions for optional categories" below. Do NOT enter the asterisk as part of the code.

	DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
*	ASCDIR	Associate Director
*	ASTDIR	Assistant Director
	HDMED	Head, Medical Library (Human Medicine only)
	HDLAW	Head, Law Library
*	HDBR	Head, Other Branch Library (including Veterinary Medicine)
*	FSPEC	Functional Specialist
*	SSPEC	Subject Specialist
	HDACQ	Head, Acquisitions Department
*	HDCAT	Head, Catalog Department/Unit
	HDCIRC	Head, Circulation
	HDCOMP	Head, Library and Computer Systems
	HDDOC	Head, Documents Department
	HDMAP	Head, Map Room/Department
	HDRBM	Head, Rare Book/Manuscripts Department
	HDREF	Head, Reference Department
	HDSER	Head, Serials Department
*	HDOTH	Head, Other Department/Service/Agency
*	CAT	Catalogers, both general and specialized
*	REF	Reference librarians, both general and specialized
*	PUBS	Public Services, non-supervisory, except reference librarians
	TECH	Technical Services, non-supervisory, except catalogers
	ADMIN	Administrative and other units, non-supervisory position

   If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Please see "Position Code Addenda" to further specify the area of specialty for each of these administrative positions. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). Please also give additional codes for this category.

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency," and supplemented with further codes provided in the "Position Code Addenda" column. Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). Please use "Position Code Addenda" (p. 7) to specify the type of cataloging head. List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. Sex. Indicate either M or F, for male and female, respectively, or V if the position is vacant. Please use only the letter indicated; do not spell out the word.

8. Minority status code (OEOCat). U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. Total years of professional experience (Yrsexp). Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Years of experience in the reporting (current) institution are to be supplied in a later column. Numbers should be rounded off to the nearest whole number.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

Please continue to enter data in optional categories as described on the following pages.

Instructions for Optional Categories
(Shown on printed forms as shaded area)

1. Please complete as much of this section as possible, but do not hold up the reporting process if some of the data requested is not available. Although these same questions were asked in 1986, some of the reporting categories and option codes have changed so please do not use old data forms.

2. Year of Birth. For each indivídual, record the year of birth using only the last two digits of the birth year; e.g., if born in 1937, enter 37 in this column.

3. Position Code Addenda. Use this column to provide additional information only for the following position categories (corresponding to those marked with an asterisk in the list on p. 4):

   a. **Associate and Assistant Directors**. For each category, indicate if the person has a defined area of responsibility using the codes below. Use the code that most closely reflects the general duties of the person in the position.

Administrative services	ADM	Systems/Automation	SYS
Collection Development	CDV	Technical Services	TS
Public Services	PBS	Other or unspec.	OTH

   b. **Head, Other Branch Library**. Use the codes below to indicate the subject area of the branch:

Science & Tech.	SCI	Undergraduate Library	UGL
Social/Behavioral Sci.	SBS	Other	OTH
Humanities/Fine Arts	HFA		

   c. **Functional Specialists**. Indicate any non-supervisory staff who are primarily responsible for the following activities using the codes below:

Acquisitions	ACQ	Serials	SER
Personnel	PER	Audiovisual/Media	AVM
Preservation	PRS	Interlibrary Loan	ILL
Staff Training	TRN	Archivist	ARC
Systems Anal/program.	SYS		

   d. **Subject Specialists, Reference Librarians, Catalogers, and Public Services.** Use these codes to indicate non-supervisory main and/or branch library staff who specialize in <u>one</u> of the following subject areas (either a sub-field, or the entire area). Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

Science & Tech.	SCI	Humanities/Fine Arts	HFA
Social/Behavioral Sci.	SBS	Undergraduate Library	UGL

   e. **Head, Cataloging Department/Unit.** Use the codes below to indicate whether the person is the head of the entire cataloging department for the library, or the head of a specialized unit. If the person is head of the <u>whole</u> department, <u>repeat</u> the same HDCAT code as in the earlier column.

Head, all cataloging	HDCAT	Head, foreign languages	HDF
Head, copy cataloging	HDC	Head, nonbook formats	HDN
Head, serials cat.	HDS	Head, other special cat.	HDO

f. **Head, Other Department/Service/Agency.** For heads of departments not given a separate category in the major list, please add one of the following codes:

Audio Visual/Media	AVM	Business/Personnel Office	BPO
Preservation	PRS	Other	OTH
Interlibrary Loan	ILL		

4. Degrees earned. Use the following codes to indicate the highest academic degrees earned in:

a. Librarianship

None	0
Bachelor	1
Master	2
CAGS (6th yr. certificate)	3
Doctorate (Other than Ph.D.)	4
Ph.D.	5

b. Fields excluding librarianship, including basic undergraduate education.

None	0
Bachelor	1
Master	2
Second Master (i.e. 2 subject fields)	3
CAGS (6th yr. certificate)	4
LLB/JD	5
Doctorate (Other than Ph.D.)	6
Ph.D.	7

5. Years of professional experience at reporting institution. Use this line to report the number of years of professional experience each librarian has had at your institution. This figure should not exceed the number reported as Total Years of Professional Experience on the main part of the form.

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1990
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
	a. If 1989-90 salary reported last year has been revised, please report correct **1989-90** beginning professional salary:	_____	_____	_____
	b. Beginning professional salary for **1990-91**.	_____	_____	_____
2.	**Median Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1989-90 median** professional salary.	_____	_____	_____
3.	**Average Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1989-90 average** professional salary.	_____	_____	_____

(**Note:** ARL will calculate the **1990-91 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

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202-232-2466 FAX 202-462-7849

3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1990**.

ARL SALARY SURVEY 1990
University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Law Library only

☐ Check here if this sheet is for Medical Library only

Reporting Library _____

Sheet Number _____

OPTIONAL DATA CATEGORIES

Staff Member i.d. *(Detach before mailing)*	Seq. No.	Salary July 1, 1990 *	Position Code*	leave blank	Sex (M or F)	Min. Status Code*	Total Years Prof. Exp.*	Rank Code*	Year of Birth*	Position Code Addenda*	leave blank	Highest Earned Degrees* Library Science	Highest Earned Degrees* Other Fields	Years Experience at Reporting Library
	1													
	2													
	3													
	4													
	5													
	6													
	7													
	8													
	9													
	10													
	11													
	12													
	13													
	14													
	15													
	16													
	17													
	18													
	19													
	20													
	21													
	22													
	23													
	24													
	25													

*** (See instructions)***

ARL SALARY SURVEY 1990

Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or the salary level at which the position is most likely to be filled.

3. Report 1990-91 salaries as they exist on July 1, 1990. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1990.**

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1990
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1989-90 and 1990-91.

2. Median professional salary in fiscal year 1989-90. _____

3. Median professional salary for for fiscal year 1990-91. _____

4. Beginning professional salary in 1989-90. _____

5. Beginning professional salary for 1990-91. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1990**.

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Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1989-90 and 1990-91.

Salary Range	Number of Positions 1989-90	1990-91
$100,000 or more		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1990.**

FOOTNOTES

FOOTNOTES TO THE 1990 ARL ANNUAL SALARY SURVEY

ALABAMA	All salaries effective August 16, 1990.
BRIGHAM YOUNG	Law Library salaries not reported.
BRITISH COLUMBIA	Excludes staff in the Management Research library.
BROWN	Includes John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes special or institute libraries that are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
CALIFORNIA, LOS ANGELES	Includes Academic & Professional Staff as well as Librarians.
CALIFORNIA, SANTA BARBARA	Includes staff who are not librarians: Specialists, Programmer III, Senior System Analyst.
CANADA INST. FOR SCIENTIFIC & TECHNICAL INFORMATION	Includes Branch Libraries.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries. Law and Medical libraries included.
CORNELL	Excludes Medical School Library.
DELAWARE	Salaries were increased retroactively to July 1, 1990, but the revisions were received too late for inclusion in the database from which the statistics published herein were derived. The current Median Salary and Average Salary figures for FY 1991 (Tables 8 and 10, respectively) are about 4.8% higher than the published figures. Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.
DUKE	Excludes Law, Medical, and School of Business libraries.
EMORY	Salaries effective September 1, 1990. Includes Theology and Oxford College libraries.

FLORIDA	Excludes Laboratory School library and Florida Center for Library Automation.
FLORIDA STATE	Excludes Developmental Research School.
	Salaries effective August 8, 1990.
HARVARD	Excludes Biblioteca Berenson (in Florence, Italy) and Dumbarton Oaks library.
	Includes the Schlesinger Library of Radcliffe College.
	Ten salary grades have been compressed into five steps and expressed as ranks.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses.
	Salaries effective September 1, 1990.
ILLINOIS, CHICAGO	Salaries effective September 1, 1990.
	Beginning professional salary for Tenure Track positions is $26,700.
ILLINOIS, URBANA	Salaries effective August 21, 1990.
INDIANA	Excludes IU branch campus libraries and main campus libraries for: Indianapolis School of Law, Denistry, Medicine, Art, and Science and Engineering.
JOHNS HOPKINS	Excludes Advanced International Studies (in Bologna, Italy) and the Applied Physics library.
KANSAS	Excludes History and Philosophy of Medicine Library, Medical Center (Kansas City).
KENT STATE	Includes branch campus staff.
KENTUCKY	Excludes Community Colleges.
LIBRARY OF CONGRESS	Beginning professional salary effective January 13, 1990 will be $25,717.
LINDA HALL LIBRARY	All salary data are for 1990 calendar year.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; the libraries of the LSU Medical Centers in Shreveport and New Orleans; and the University of New Orleans library.
MASSACHUSETTS	Excludes the Labor Relations Research Center and the School of Management Library/Reading Room.
MICHIGAN	Excludes Business, Wm. Clements, Bentley Historical, and Ford Presidential libraries.

NATIONAL LIBRARY OF CANADA	Salaries include $4,033.47 equalization adjustment for 1990-91.
NATIONAL LIBRARY OF MEDICINE	Excludes R&D, computer staff, etc.
NEW MEXICO	Excludes Harwood Foundation library and libraries of Gallup, Valencia, and Los Alamos branch campuses.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
	1990-91 salary scale currently under negotiation.
NEW YORK STATE LIBRARY	All library salaries have been substantially increased due to reallocation within the state compensation structure.
NEW YORK UNIVERSITY	Salaries effective September 1, 1990.
NORTH CAROLINA	Excludes Institute of Government.
OHIO STATE	Includes salaries of staff at four regional campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Includes branch campus libraries in Oklahoma City and Okmulgee.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
ROCHESTER	Includes Sibley Music Library and Miner Medical library.
RUTGERS	Excludes Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SMITHSONIAN INSTITUTION	3.5% increase expected January 1991. Salary ceiling of $78,200 in effect.
SOUTHERN CALIFORNIA	Excludes Law and Medical libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
SUNY - BUFFALO	Excludes salary of Head of Music library.
SUNY - STONY BROOK	Excludes Health Sciences.
	Salaries effective September 1, 1990.
SYRACUSE	Excludes Utica College library.
TEMPLE	Salaries are for 10-month contracts.

TEXAS	Excludes Humanities Research Center.
TEXAS A & M	Salaries effective September 1, 1990.
	Most salaries are for 10.5-month contract.
	Excludes the Medical Library.
TORONTO	Excludes federated and affiliated institutions.
TULANE	Excludes Delta Regional Primate Center.
YALE	Excludes British Art Center.